

# The *Agenda* Diversity 100

Top Diverse Board Candidates  
You've Never Heard Of

September 2010

# AGENDA

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Women Corporate Directors

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## Introduction

**O**ur hope is that this guide will help nominating and governance committee members find highly qualified, diverse candidates for directorships to meet all of the changing demands on boards.

The idea behind the guide was to find persons who would not be the usual suspects — the often over-boarded handful of minority and women superstars — but candidates who would be well prepared for board service.

We gathered a blue-ribbon panel of 14 corporate governance experts, which included six board members from mostly Fortune 500 companies. There were also representatives from three executive search firms as well as from five membership groups that advocate for minorities and women in business.

The committee members first created a strong set of standards that went outside of the typical search norms so as to be more inclusive of women and minority candidates (please see editor's note).

They then nominated 271 possible candidates and vetted all of them. These individuals are current or former executives, academicians, and government officials. Finally, the committee held two rounds of votes and boiled down the group to the 100 entrants you see in this directory.

The topic of diversity is forcing its way onto boardroom agendas perhaps more so now than at any other time in the history of corporate America. The impetus is mainly coming from Washington.

We've heard about the 2010 SEC regulation, Item 407(c)(2) that makes boards disclose their diversity nomination policies in proxy statements. The rule, which went into effect in March, requires that all boards have to disclose whether or not they consider diversity when they select candidates for election. If they do, they have to explain that process and assess whether those policies have been effective.

Beyond that, however, two other developments will make diversity more of a board imperative.

First, there's proxy access.

Now that the SEC has reduced the barriers to nominating non-management choices to boards, J. Robert Brown Jr., a securi-

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## Introduction *(continued)*

ties law professor at the University of Denver, has pointed out that dissident shareholder groups are likely to nominate more non-traditional nominees, including women and people of color.

“Diversity will provide management with alternative viewpoints that will contribute to effectiveness,” Brown wrote on his “Race to the Bottom” blog last May.

Next, there’s a sleeper requirement in the recently passed Dodd-Frank Act on financial reform with possible implications for board diversity.

The bill’s Section 342 requires that, by mid-January 2011, the SEC and 29 other federal agencies that regulate financial life must create diversity watchdog bureaus to monitor the agencies themselves and the financial corporations with whom they do business. Financial institutions of almost any kind that contract with the SEC, the Federal Reserve banks and a host of other federal agencies will have to meet diversity workforce standards and make good-faith efforts to engage women- and minority-owned vendors.

Those standards don’t necessarily mean that corporate boards themselves will be under scrutiny. It’s just one more development that makes diversity anything but an academic pursuit in the boardroom. Hiring a diverse workforce and subcontractors is now a serious requirement to qualify for billions of dollars in government business. And many directors, such as John Rogers, who sits on the boards of McDonald’s, Exelon, and Aon, contend that it takes an advocate for diversity in the boardroom to drive wider diversity vendor usage down into a company.

The U.S. is actually restrained compared to some countries when it comes to pressing corporate boards to take on female directors.

Since 2003, boards in Spain and Norway have undergone a “gender shift” after legislators required that women hold at least 40% of any board’s seats. Finland and Sweden passed similar laws while France, Italy and Holland are considering them. In France, for instance, the law would set a six-year deadline to reach the 40% threshold or a company could not add any new male directors.

Meanwhile, the Australian Securities Exchange has proposed making listed companies “comply or explain” whether they have policies to include female directors and, if not, why not. Another

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## Introduction *(continued)*

provision would ask Australian companies to disclose how many female employees they have as well as their number of female senior managers and board directors.

The oft-cited statistics on the race and gender of U.S. corporate board members are hardly new or news. We all know that board culture is predominantly white and male. Minorities held just 15% and women only 17% of board seats at Fortune 100 companies in 2006, according to a 2008 study by the Alliance of Board Diversity. The researchers found that Asian Americans held fewer than 2% of board positions.

The idea behind the SEC's new diversity disclosure rule was that "investors and market participants" might find it significant to know about additional factors, such as diversity, when a nominating committee considers selecting someone for a position on the board.

Corporate and outside attorneys have pointed out that there's a wide, possibly vague array of definitions of diversity. It could mean race or place of origin or even professional background. That will be debated and defined over the next months and years.

We approached the *Agenda* Diversity 100 guide with the definition of diversity the SEC appears to have meant in its new rule: gender and ethnicity. ■

***Tony Chapelle***

*Editor, The Agenda Diversity 100*

## Editor's Note *(Methodology and limitations of the directory)*

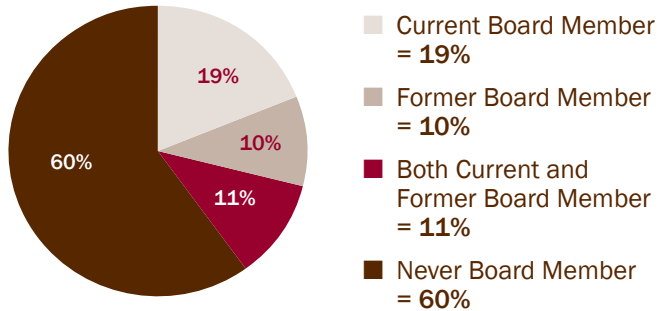
The selection committee debated how to build a diversity nominating standard. Here are the final criteria. Candidates did not have to meet each one.

Candidates:

- Could not be on more than two boards currently. No limit on previous service.
- Had to be up-and-coming, not high profile.
- Had to be qualified to serve immediately on Fortune 1000 boards. Must have demonstrated ability to govern senior managers and make strategy decisions for a \$2 billion company with a global supply, manufacturing and distribution network.
- Could live in or outside of the U.S.
- Might have more varied experiences than just business backgrounds.
- Had to give consent before being nominated and be able to serve on new boards.
- Were to come from various professions not just from business.
- Would be ideal if they had one or more of these qualifications:
  1. Current or former CEO
  2. Current or former CFO
  3. Current or former COO
  4. Current or former head of a national operating company or division
  5. Retired public accounting partner with management experience
  6. Recognized as an SEC financial expert
  7. Current or former university president, or dean of business or law school
  8. International experience as a manager
  9. Current or former head of a non-profit or a non-governmental organization (NGO) with global offices and operations
  10. Had overseen at least \$20 million in sales, 100 employees, in more than one discipline within an organization and in more than one managerial role. ■

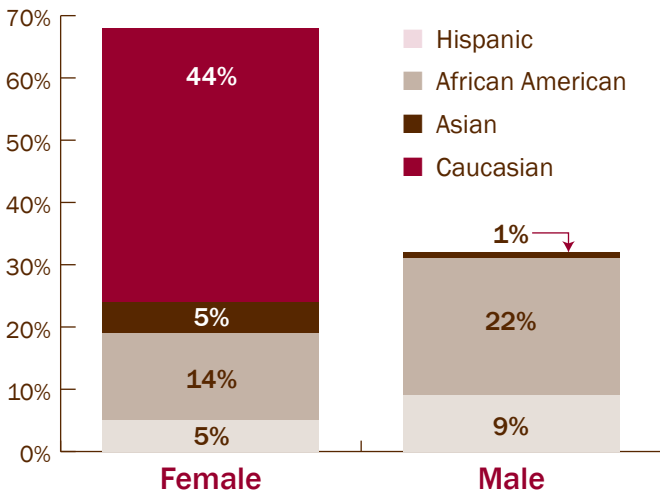
THE TOP 100 IN STATS

### Board Service among the Agenda Diversity 100



Source: Agenda Diversity 100

### Percentage of Women and Men by Race

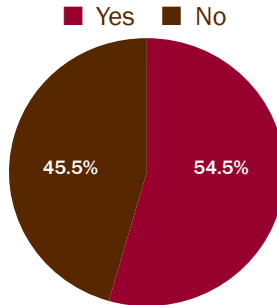


Source: Agenda Diversity 100

DIVERSITY AND BOARDS

**Women and minority directors held 17% and 15% of Fortune 100 board seats, respectively, in 2006\*, the most recent year for which data is available.**

**Do you think this a problem that boards need to address by actively recruiting more minority and women directors?**



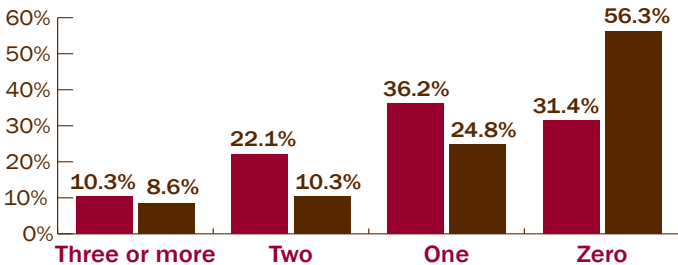
Source: Agenda's Directors' and Officers' Outlook: Q3 2010

Note: Based on 226 responses

\*Alliance for Board Diversity

**NACD Survey on Board Diversity**

- How many **female directors** serve on your board?
- How many **minority directors** (based on race and nationality) serve on your board?



Source: 2010 National Association of Corporate Directors Public Company Governance Survey Note: Based on 701 responses

# Table of Contents

## General Job Descriptions (Current or Previous) of Entrants

1.	<b>Aguiar-Vélez, Deborah</b>	Private company president and CEO
2.	<b>Anderson, Gayle</b>	Private company CFO
3.	<b>Bachelder, Cheryl</b>	Public company CEO
4.	<b>Banister, Gaurdie E.</b>	Private company president and CEO
5.	<b>Breakiron-Evans Maureen</b>	Private company CEO
6.	<b>Breig, GERALYN</b>	Public company senior vice president
7.	<b>Britt, Irene Chang</b>	Public company division president
8.	<b>Brown, Adriane</b>	Private company president and COO
9.	<b>Brown, Colleen</b>	Public company president and CEO
10.	<b>Brown, Marianne</b>	Private company CEO
11.	<b>Brown, Pauline J.</b>	Private company managing director
12.	<b>Bulls, Herman E.</b>	Public company division CEO
13.	<b>Burris, Jerry</b>	Public company division president
14.	<b>Carter, Brett</b>	Public company division president
15.	<b>Casellas, Gilbert</b>	Public company vice president
16.	<b>Collie, Wendy</b>	Private company division president
17.	<b>Combs, Linda Morrison</b>	Federal comptroller
18.	<b>Craig, Pamela</b>	Public company CFO
19.	<b>Daniels, John W.</b>	Law firm chairman
20.	<b>Day, Christine</b>	Public company CEO
21.	<b>Dennis, Patricia Diaz</b>	Public company assistant general counsel
22.	<b>Diaz, Nelson</b>	Law firm of counsel
23.	<b>Doi, Tracey</b>	Public company division CFO
24.	<b>Doley, Harold Jr.</b>	Private company president and CEO
25.	<b>Drake, Larry</b>	Non-profit CEO
26.	<b>Dunbar, Roy</b>	Public company CEO
27.	<b>Easter, Bill</b>	Public company president and CEO
28.	<b>Eisenman, Elaine</b>	College dean
29.	<b>Ferguson, Diana</b>	Public company CFO
30.	<b>Fohn, Stephanie</b>	Private company president and CEO
31.	<b>Garcia, Juliet</b>	University president
32.	<b>Gass, Michelle</b>	Public company division president
33.	<b>Gerrard, Robert J. Jr.</b>	Private company chief legal officer
34.	<b>Goins, Charlynn</b>	Public hospital system chairman
35.	<b>Goodwin, Kim</b>	Public company managing director

**Table of Contents** *(continued)*

36.	<b>Groomes, Oscar</b>	Private company CEO
37.	<b>Guerra, Debbie</b>	Public company vice president
38.	<b>Guzman, Leopoldo</b>	Private company president and CEO
39.	<b>Hansen, Marka</b>	Public company division president
40.	<b>Harless, Katherine</b>	Public company president and CEO
41.	<b>Harris, Carla</b>	Public company managing director
42.	<b>Harvey, William</b>	Public company division president
43.	<b>Hassan, Tahira</b>	Public company senior vice president
44.	<b>Hayes, Dotty</b>	Public company chief audit executive
45.	<b>Heller, Bridgette</b>	Public company executive vice president
46.	<b>Hill, Barbara B.</b>	Private company CEO
47.	<b>Holmgren, Janet</b>	College president
48.	<b>Holoman, Eric</b>	Private company president
49.	<b>Hooda, Sheila</b>	Financial company senior managing director
50.	<b>Hsu, Michael</b>	Public company division president
51.	<b>Isaacs, Jessica</b>	Public company senior vice president
52.	<b>Kooi, Mari</b>	Asset management CEO
53.	<b>Lamar, William Jr.</b>	Public company chief marketing officer
54.	<b>Larrison, Deborah</b>	Public company division president and COO
55.	<b>Larson, Angela</b>	Private company president
56.	<b>LaVelle, Vance Williams</b>	Private company president and CEO
57.	<b>Lewis, William M. Jr.</b>	Public company managing director
58.	<b>Lindemann, Kathie</b>	Public company senior vice president
59.	<b>Lindsey, Connie</b>	Public company executive vice president
60.	<b>Livingstone, Linda</b>	University business school dean
61.	<b>Lopez, Daniel</b>	College president
62.	<b>Lopez, Gerardo</b>	Private company president and CEO
63.	<b>Lublin, Nancy</b>	Non-profit organization CEO
64.	<b>Mays, Elizabeth</b>	Public company senior vice president
65.	<b>McCray, Ronald</b>	Public company chief administrative officer
66.	<b>McIntyre, Penny</b>	Public company division president
67.	<b>McNeal, Glenda</b>	Public company senior vice president
68.	<b>Melville, Randy</b>	Public company senior vice president
69.	<b>Miksa, Sheri</b>	Public company president and CEO
70.	<b>Miller, Phillip</b>	Public company senior vice president
71.	<b>Moser, Mary Lynn</b>	Public company senior vice president

**Table of Contents** *(continued)*

72.	Murguia, Janet	Association president and CEO
73.	Nowell, Lionel	Public company CFO
74.	Ordonez, Francisco	Public company division president
75.	Packard, Pamela	Public accounting firm vice chairman
76.	Parks, Sue	Private company CEO
77.	Pelletier, Liane	Public company president and CEO
78.	Perez, Jorge	Public company senior vice president
79.	Pryor, Vikki	Private company president and CEO
80.	Rebelez, Darren	Private company COO
81.	Richstone, Ellen	Private company CFO
82.	Russell, H. Jerome	Private company president
83.	Sage-Gavin, Eva	Public company executive vice president
84.	Sanchez, Robert	Public company CFO
85.	Shanahan, Lauri	Public company chief legal officer
86.	Shatteen, Westina Matthews	Public company managing director
87.	Sobbott, Susan	Public company division president
88.	Sotolongo, Sergio	Private company CEO
89.	Spar, Debora	College president
90.	Stamm, Marilyn Skony	Private company COO
91.	Steinmayer, Janet	Public company CEO
92.	Stinnett, Barbara D.	Public company executive vice president
93.	Talton, Sheila	Public company vice president
94.	Wager, Deidra	Public company executive vice president
95.	Washington, Robin	Public company CFO
96.	Watteeuw, Caroline	Public company senior vice president
97.	Wolfe, Melinda	Public company managing director
98.	Woods, Fritz	Private company president and CEO
99.	Wyche, Keith	Public company division president
100.	Yan, Christine Yingli	Public company division president

# Entrants Listed by Race or Place of Origin

## African Americans

Banister, Gaurdie E.  
 Brown, Adriane  
 Bulls, Herman E.  
 Burris, Jerry  
 Carter, Brett  
 Daniels, John W.  
 Doley, Harold Jr.  
 Drake, Larry  
 Dunbar, Roy  
 Easter, Bill  
 Ferguson, Diana  
 Gerrard, Robert J. Jr.  
 Goins, Charlynn  
 Goodwin, Kim  
 Grooms, Oscar  
 Harris, Carla  
 Harvey, William  
 Heller, Bridgette  
 Holoman, Eric  
 Isaacs, Jessica  
 Lamar, William Jr.  
 Lewis, William M. Jr.  
 Lindsey, Connie  
 McCray, Ronald  
 McNeal, Glenda  
 Melville, Randy  
 Miller, Phillip  
 Nowell, Lionel  
 Pryor, Vikki  
 Russell, H. Jerome  
 Shatteen, Westina Matthews  
 Sotolongo, Sergio  
 Talton, Sheila  
 Washington, Robin  
 Woods, Fritzi  
 Wyche, Keith

## Asians and Asian Americans

Britt, Irene Chang  
 Doi, Tracey  
 Hassan, Tahira  
 Hooda, Sheila  
 Hsu, Michael  
 Yan, Christine Yingli

## Caucasian women

Anderson, Gayle  
 Bachelder, Cheryl  
 Breakiron-Evans, Maureen  
 Breig, GERALYN  
 Brown, Colleen  
 Brown, Marianne  
 Brown, Pauline J.  
 Collie, Wendy  
 Combs, Linda Morrison  
 Craig, Pamela  
 Day, Christine  
 Eisenman, Elaine  
 Fohn, Stephanie  
 Gass, Michelle  
 Guerra, Debbie  
 Hansen, Marka  
 Harless, Katherine  
 Hayes, Dotty  
 Hill, Barbara B.  
 Holmgren, Janet  
 Kooi, Mari  
 Larrison, Deborah  
 LaVelle, Vance Williams  
 Lindemann, Kathie  
 Livingstone, Linda  
 Lublin, Nancy  
 Mays, Elizabeth  
 McIntyre, Penny

**Entrants Listed by Race or Place of Origin** *(continued)*

**Caucasian women** *(continued)*

Miksa, Sheri  
Moser, Mary Lynn  
Packard, Pamela  
Parks, Sue  
Pelletier, Liane  
Richstone, Ellen  
Sage-Gavin, Eva  
Shanahan, Lauri  
Sobbott, Susan  
Spar, Debora  
Stamm, Marilyn Skony  
Steinmayer, Janet  
Stinnett, Barbara D.  
Wager, Deidra  
Watteeuw, Caroline  
Wolfe, Melinda

**Hispanics and Hispanic Americans**

Aguiar-Vélez, Deborah  
Casellas, Gilbert  
Dennis, Patricia Diaz  
Diaz, Nelson  
Garcia, Juliet  
Guzman, Leopoldo  
Larson, Angela  
Lopez, Daniel  
Lopez, Gerardo  
Murguia, Janet  
Ordonez, Francisco  
Perez, Jorge  
Rebelez, Darren  
Sanchez, Robert

## Entrants Listed by Gender

### Female

Aguiar-Vélez, Deborah	Kooi, Mari
Anderson, Gayle	Larrison, Deborah
Bachelor, Cheryl	Larson, Angela
Breakiron-Evans, Maureen	LaVelle, Vance Williams
Breig, GERALYN	Lindemann, Kathie
Britt, Irene Chang	Lindsey, Connie
Brown, Adriane	Livingstone, Linda
Brown, Colleen	Lublin, Nancy
Brown, Marianne	Mays, Elizabeth
Brown, Pauline J.	McIntyre, Penny
Collie, Wendy	McNeal, Glenda
Combs, Linda Morrison	Miksa, Sheri
Craig, Pamela	Moser, Mary Lynn
Day, Christine	Murguia, Janet
Dennis, Patricia Diaz	Packard, Pamela
Doi, Tracey	Parks, Sue
Eisenman, Elaine	Pelletier, Liane
Ferguson, Diana	Pryor, Vikki
Fohn, Stephanie	Richstone, Ellen
Garcia, Juliet	Sage-Gavin, Eva
Gass, Michelle	Shanahan, Lauri
Goins, Charlynn	Shatteen, Westina Matthews
Goodwin, Kim	Sobbott, Susan
Guerra, Debbie	Spar, Debora
Hansen, Marka	Stamm, Marilyn Skony
Harless, Katherine	Steinmayer, Janet
Harris, Carla	Stinnett, Barbara D.
Hassan, Tahira	Talton, Sheila
Hayes, Dotty	Wager, Deidra
Heller, Bridgette	Washington, Robin
Hill, Barbara B.	Watteeuw, Caroline
Holmgren, Janet	Wolfe, Melinda
Hooda, Sheila	Woods, Fritz
Isaacs, Jessica	Yan, Christine Yingli

**Entrants Listed by Gender** *(continued)*

**Male**

Banister, Gaurdie E.  
 Bulls, Herman E.  
 Burris, Jerry  
 Casellas, Gilbert  
 Carter, Brett  
 Daniels, John W.  
 Diaz, Nelson  
 Doley, Harold Jr.  
 Drake, Larry  
 Dunbar, Roy  
 Easter, Bill  
 Gerrard, Robert J. Jr.  
 Grooms, Oscar  
 Guzman, Leopoldo  
 Harvey, William  
 Holoman, Eric

Hsu, Michael  
 Lamar, William Jr.  
 Lewis, William M. Jr.  
 Lopez, Daniel  
 Lopez, Gerardo  
 McCray, Ronald  
 Melville, Randy  
 Miller, Phillip  
 Nowell, Lionel  
 Ordonez, Francisco  
 Perez, Jorge  
 Rebelez, Darren  
 Russell, H. Jerome  
 Sanchez, Robert  
 Sotolongo, Sergio  
 Wyche, Keith

# Entrants with Current and/or Previous Public Corporate Board Service

## Current Board Members

Bachelder, Cheryl  
 Breakiron-Evans, Maureen  
 Brown, Colleen  
 Burris, Jerry  
 Casellas, Gilbert  
 Combs, Linda Morrison  
 Diaz, Nelson  
 Gass, Michelle  
 Gerrard, Robert J. Jr.  
 Goins, Charlynn  
 Larson, Angela  
 Lopez, Daniel  
 McNeal, Glenda  
 Melville, Randy  
 Pelletier, Liane  
 Rebelez, Darren  
 Russell, H. Jerome  
 Stinnett, Barbara D.  
 Talton, Sheila

## Former Board Members

Day, Christine  
 Dennis, Patricia Diaz  
 Hassan, Tahira  
 McCray, Ronald  
 Miksa, Sheri  
 Parks, Sue  
 Pryor, Vikki  
 Richstone, Ellen  
 Steinmayer, Janet  
 Woods, Fritzi

## Both Current and Former Board Members

Dunbar, Roy  
 Easter, Bill  
 Eisenman, Elaine  
 Ferguson, Diana  
 Goodwin, Kim  
 Harless, Katherine  
 Hill, Barbara B.  
 Lewis, William M. Jr.  
 Lopez, Gerardo  
 Nowell, Lionel  
 Washington, Robin

## Never Board Members

Aguiar-Vélez, Deborah  
 Anderson, Gayle  
 Banister, Gaurdie E.  
 Breig, Geralyn  
 Brown, Adriane  
 Brown, Marianne  
 Brown, Pauline J.  
 Britt, Irene Chang  
 Bulls, Herman E.  
 Carter, Brett  
 Collie, Wendy  
 Craig, Pamela  
 Daniels, John W.  
 Doi, Tracey  
 Doley, Harold Jr.  
 Drake, Larry  
 Fohn, Stephanie  
 Garcia, Juliet  
 Grooms, Oscar

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## Entrants with Current and/or Previous Public Corporate Board Service *(continued)*

### **Never Board Members** *(continued)*

Guerra, Debbie	Mays, Elizabeth
Guzman, Leopoldo	McIntyre, Penny
Hansen, Marka	Miller, Phillip
Harris, Carla	Moser, Mary Lynn
Harvey, William	Murguia, Janet
Hayes, Dotty	Ordonez, Francisco
Heller, Bridgette	Packard, Pamela
Holmgren, Janet	Perez, Jorge
Holoman, Eric	Sage-Gavin, Eva
Hooda, Sheila	Sanchez, Robert
Hsu, Michael	Shanahan, Lauri
Isaacs, Jessica	Shatteen, Westina Matthews
Kooi, Mari	Sobbott, Susan
Lamar, William Jr.	Sotolongo, Sergio
Larrison, Deborah	Spar, Debora
LaVelle, Vance Williams	Stamm, Marilyn Skony
Lindemann, Kathie	Wager, Deidra
Lindsey, Connie	Watteeuw, Caroline
Livingstone, Linda	Wolfe, Melinda
Lublin, Nancy	Wyche, Keith
	Yan, Christine Yingli



## Deborah Aguiar-Vélez

President and Chief Executive Officer  
Sistemas Corporation

Charlotte, NC

### Leadership Experience

Aguiar-Vélez heads up a computer consulting and training firm that major corporations and government agencies hire to create software for scientists and technical workers. A former software engineer at Exxon, Aguiar-Vélez started Sistemas, which specializes in bilingual training, 25 years ago.

She also led a New Jersey state agency for women and minority businesses for two years.

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### Aside

Aguiar-Vélez serves on the board of the largest life insurance company used by thrift bank customers, SBLI USA Mutual Life Insurance.

She helped the company to expand into Puerto Rico.

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### Expertise and Relevant Experience

- Technical development and support
- Computer engineering
- Economic development

### Public Corporate Boards

None currently or previously

### Education

- University of Puerto Rico, B.S., Chemical Engineering, 1977

### Age

54

### Race and Gender

Puerto Rican-born female



## Gayle Anderson

Chief Financial Officer  
Match.com

Dallas, TX

### Leadership Experience

As CFO of Match.com, Anderson has helped close four mergers or divestitures, including ones in Europe and Latin America. In early 2010, she claimed an 8% compounded annual revenue growth rate in her four years at the online dating company (a division of InterActive Corp.).

Anderson developed her craft at Walt Disney, where she was vice president of studio planning, and as a supervising auditor at KPMG Peat Marwick.

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### Aside

Anderson gave a thumbs down when Walt Disney executives were deciding whether to hold on to the Hollywood Pictures studio. The closure saved \$30 million in future development.

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### Expertise and Relevant Experience

- Former external auditor, internal controls and accounting
- Mergers and acquisitions, strategy
- Cost reduction

### Public Corporate Boards

None currently or previously

### Education

- California Lutheran University, B.S., Accounting, summa cum laude, 1988
- University of California, Los Angeles, M.B.A., 1996

### Age

43

### Race and Gender

Caucasian female



## Cheryl Bachelder

Chief Executive Officer  
AFC Enterprises

Atlanta, GA

### Leadership Experience

Bachelder runs the publicly traded company that operates or franchises more than 1,900 Popeye's restaurants. During the recession in 2009, she still opened 95 new locations, including ones in new foreign markets Malaysia and Egypt. She joined the board of AFC before becoming an executive there.

Bachelder came to AFC three years ago following executive turns at KFC, where she had been president, Domino's Pizza, RJR Nabisco, Gillette and Procter & Gamble.

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### Aside

Bachelder cites as mentors Tom Monaghan, the founder of Domino's Pizza, and Louis Gerstner, the former chairman of IBM, with whom she worked at RJR Nabisco. She says that both men taught her to lead organizations based upon culture and values.

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### Expertise and Relevant Experience

- Board member of public company
- Brand management, marketing
- Overseeing large-scale operations, risk management

### Public Corporate Boards

Current: AFC Enterprises (2006–present)

### Education

- Indiana University, B.S., Business Administration, 1977
- Indiana University, M.B.A., 1978

### Age

54

### Race and Gender

Caucasian female



## Gaurdie E. Banister

President and Chief Executive Officer

Aera Energy

Bakersfield, CA

### Leadership Experience

Banister has been president of Aera Energy for three years. The company produces nearly a fourth of the oil that's produced in California and is jointly owned by ExxonMobil and Shell. Under Banister, the company generated \$3.8 billion in 2009.

He's a former engineer and has worked for his whole 30-year career with Shell.

### Expertise and Relevant Experience

- Strategic planning, engineering
- Managing large-scale operations using Six Sigma
- Safety and environmental measurement and improvement

### Public Corporate Boards

None currently or previously

### Education

- South Dakota School of Mines and Technology, B.S., Metallurgical Engineering, 1980

### Age

53

### Race and Gender

African-American male

### Aside

Banister was the chairman of Shell's New Zealand exploration and production. At the same time, he was staff leader for 1,200 employees in China, Malaysia, Australia and the Philippines.



## Maureen Breakiron-Evans

Chief Executive Officer  
Strategic Forge

Villanova, PA

### Leadership Experience

Breakiron-Evans is currently CEO for this consulting firm on financial and enterprise risk management.

Earlier, as CFO at Towers Perrin Forster & Crosby, she changed the HR firm's capital structure, restated four years of financial statements and implemented an international tax overhaul. Prior to that, she was the risk management auditor at CIGNA and CFO of Inovant, a subsidiary of Visa. She also spent 14 years at accounting firm Arthur Andersen.

### Aside

Breakiron-Evans served as an audit committee board member at ING Direct USA, a subsidiary of the ING banking group, from 2005 to 2007.

### Expertise and Relevant Experience

- SEC audit committee financial expert
- Enterprise risk management
- Restructuring organizations, transforming financial and tech operations
- Pricing models in the financial services, real estate and insurance industries

### Public Corporate Boards

**Current:** Cognizant Technology Solutions (2009–present)

**Previous:** None

### Education

- Stetson University, B.B.A., Accounting and Mathematics, 1976
- Harvard Business School, M.B.A., 1980
- Stanford University, M.L.A., Art History, 1996

### Age

56

### Race and Gender

Caucasian female



## Geralyn Breig

Senior Vice President, Avon Products  
President, North America  
Avon

New York, NY

### Leadership Experience

Breig became president of Avon North America two years ago. In 2010, she announced a growth plan to bulk up some of the company's lines, such as hair care, but pull out of others, such as non-beauty items.

Breig previously was president of Godiva Chocolatier International and had been a marketer for Pepperidge Farm, Kraft Foods and Procter & Gamble.

### Aside

At her first business review with Avon CEO Andrea Jung, Breig was trying to recover from hearing that her young son was being rushed to the hospital for a soccer injury.

Although Breig's husband was with the boy, Jung immediately sent for a car to take Breig there, too.

### Expertise and Relevant Experience

- Marketing and brand awareness
- Strategy and business development

### Public Corporate Boards

None currently or previously

### Education

- University of Pennsylvania, B.S., Economics, 1984

### Age

47

### Race and Gender

Caucasian female



## Irene Chang Britt

President, North America Foodservice  
Campbell Soup

Chatham, NJ

### Leadership Experience

Chang Britt has responsibility for Campbell's prepared foods that are sold to convenience stores, hospitals and other institutions. The division comprises 8% of company revenues.

When Chang Britt ran the beverages unit, she fueled double-digit growth through bolder ads, such as marketing V8 juice as a way to get one's daily amount of vegetables. She also was president at Bikenergy, which made gauges that calculated the calories a person burned while riding a bike.

### Expertise and Relevant Experience

- Managing a large-scale operation
- Research and development
- Sales and brand marketing

### Public Corporate Boards

None currently or previously

### Education

- University of Toronto, B.A., Anthropology, 1984
- University of Western Ontario, M.B.A., 1986

### Age

47

### Race and Gender

Taiwan-born female

### Aside

Chang Britt speaks not only English, which is her first language, but Cantonese, some Mandarin and French.



## Adriane Brown

President, Chief Operating Officer  
Intellectual Ventures

Bellevue, WA

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### Aside

Brown's employer at the time, Corning, sponsored her in the yearlong Sloan Fellow program at MIT during which she earned her M.B.A.

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### Leadership Experience

Since January, Brown has been the No. 2 person at this investment company that backs inventors and their projects. Intellectual Ventures currently has \$5 billion in funds for the creation of new inventions and patents in the technology space.

Previously, Brown was CEO of the Honeywell International transportation systems division, a \$5 billion business that made wheels, brakes and landing systems. Earlier, while general manager over the engine systems unit, she set an ambitious goal of reducing the number of defective products by half. Her employees not only achieved the target, they passed it.

### Expertise and Relevant Experience

- Managing large-scale manufacturing operations and thousands of employees at two Fortune 100 companies
- Spotting management talent

### Public Corporate Boards

None currently or previously

### Education

- Old Dominion University, B.S., Environmental Health, 1980
- Massachusetts Institute of Technology, M.B.A., 1991
- Old Dominion University, Ph.D. Humane Letters, 2009

### Age

52

### Race and Gender

African-American female



## Colleen Brown

**President and Chief Executive Officer  
Fisher Communications**

Seattle, WA

### Leadership Experience

For the past five years, Brown has been CEO of this chain of TV and radio stations. The Nasdaq-traded company also operates neighborhood news and advertising websites.

A 30-year veteran, Brown previously ran the Lee Broadcast Group and the Gannett TV stations in Arizona. Early in her career, she was a local station manager.

### Expertise and Relevant Experience

- Current member of a non-gov committee on a public company board
- Interactive technology and strategy
- Media buying and marketing strategy

### Public Corporate Boards

**Current:** Fisher Communications (2006–present)

**Previous:** None

### Education

- University of Dubuque, B.S., Political Science and Business Administration, summa cum laude, 1979
- University of Colorado, M.B.A., 1981

### Age

52

### Race and Gender

Caucasian female

### Aside

Brown broke into broadcasting when she and four grad school classmates at the University of Colorado won a marketing contest to promote a new General Motors car. One judge was the CFO of a Denver station, who then offered her a job.



## Marianne Brown

Chief Executive Officer

Omgeo

New York, NY

### Leadership Experience

At Omgeo, a joint venture between The Depository Trust & Clearing Corporation and Thomson Reuters, Brown ensures that securities trading complies with regulations. The process also helps market participants and regulators reduce \$200 million of unnecessary paper a year.

Brown began her career at the brokerage group services business of Automatic Data Processing, now known as Broadridge Financial Solutions. She then served as CEO at the Securities Industry Automation Corporation from 2005 to 2006, where she provided trading solutions for the New York Stock Exchange.

### Aside

Brown has served as a mentor to young women at Marymount College and is on the board of directors for the League for the Hard of Hearing.

### Expertise and Relevant Experience

- Audit, compliance and all aspects of trading
- Utilizing technology in the regulated and emerging markets
- Account management

### Public Corporate Boards

None currently or previously

### Education

- Concordia College, B.S., Business, magna cum laude, 1997

### Age

52

### Race and Gender

Caucasian female



## Pauline J. Brown

**Managing Director,  
Consumer and Retail Investments  
The Carlyle Group**

New York, NY

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### Aside

Serves on the board of Moncler SpA, a privately held subsidiary of The Carlyle Group that makes high-end sportswear products. Brown has also served on the board of the New York City Investment Fund.

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### Leadership Experience

Now a self-employed entrepreneur, Brown worked at The Carlyle Group on U.S. buyouts in the consumer and retail space. Brown also served as a senior vice president for global business development with Avon Products from 2005 to 2006 where she was in charge of the firm's short- and long-term growth strategies. She also planned key components of its turnaround strategy.

Before that, she was at Estée Lauder for eight years, most recently as vice president of corporate strategy and new business development. There, she was in charge of all mergers and acquisitions, as well as the firm's licensing initiatives.

### Expertise and Relevant Experience

- Buyouts and short- and long-term growth strategies

### Public Corporate Boards

None currently or previously

### Education

- Dartmouth College, B.A., English, 1987
- University of Pennsylvania, M.B.A., 1995

### Age

44

### Race and Gender

Caucasian female



## Herman E. Bulls

CEO, Public Institutions  
Jones Lang LaSalle

Washington, DC

### Leadership Experience

Bulls buys, sells or manages properties for some of the largest owners of real estate in the world — federal, state and local governments. He has been with Jones Lang LaSalle, a publicly traded real estate firm, for 21 years.

Bulls is CEO of his own real estate advisory firm. Earlier this year, he sold his other company that financed multi-family properties.

### Expertise and Relevant Experience

- Real estate and facilities management
- Private and public partnerships

### Public Corporate Boards

None currently or previously

### Education

- United States Military Academy, B.S., Engineering, 1978
- Harvard University, M.B.A., Finance, 1985

### Age

54

### Race and Gender

African-American male

### Aside

Bulls served 12 years of active duty in the U.S. Army. His last assignment was in financial management at the Pentagon. He retired as an Army Reserve colonel in 2008.



## Jerry Burris

**President, Precision Components  
Barnes Group**

Farmington, CT

### Leadership Experience

Burris runs a division that represents 48% of revenues at this billion-dollar component-maker for the aerospace and automotive industries. In 2009, he cut headcount by 15%.

Burris came to Barnes from General Electric. As a division president or general manager, he led several GE businesses, including the industrial quartz and ceramics division, health care, appliances and refrigeration.

### Aside

In his previous role at Barnes, Burris improved the revenues at his division by three times the growth rate of the annual GDP within 18 months.

### Expertise and Relevant Experience

- Current audit committee member on public company board
- Sales improvement, engineering, research and development
- Project management, supply chain

### Public Corporate Boards

**Current:** Pentair (2007–present)

### Education

- Purdue University, B.S.E.E., Electrical Engineering, 1985
- Northwestern University, M.M., 1994

### Age

47

### Race and Gender

African-American male



## Brett Carter

President

Duke Energy North Carolina

Charlotte, NC

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### Aside

After protests, Carter recently announced that Duke Energy would not build an electrical power station near a site that Native American Cherokees have revered for 9,000 years.

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### Leadership Experience

Carter is responsible for providing nearly 2 million retail customers with electricity. Previously, he oversaw both North and South Carolina for Duke, which is a Fortune 500 company, but last March, the company split the Carolinas into separate divisions.

Carter worked his way up at Duke by creating marketing strategies and improving service to residential and small-business customers. He came there from a Midwestern energy provider called Aquila. Carter also completed the advanced management program at Harvard Business School.

### Expertise and Relevant Experience

- Managing large-scale operations in a highly regulated industry
- Marketing, sales and customer service
- Local economic development and community relations

### Public Corporate Boards

None currently or previously

### Education

- Clarion University, B.S., Accounting, 1988
- University of Pittsburgh, M.B.A., Marketing, 1996

### Age

44

### Race and Gender

African-American male



## Gilbert Casellas

Retired Vice President, Corporate Responsibility  
Dell

Chevy Chase, MD

### Leadership Experience

Casellas is a former general counsel of the Air Force, former chairman of the U.S. Equal Employment Opportunity Commission and former co-chairman of the U.S. Census Monitoring Board.

At Dell, Casellas helped to integrate global diversity, sustainability and giving. He practiced law in Washington and Philadelphia, but he's also been president of a money management firm and a software company.

### Aside

Casellas was one of 12 high-powered, minority attorneys brought in by legal firm Mintz Levin to form a corporate diversity counseling practice in 2005. He's now on the diversity advisory board of Toyota Motor North America.

### Expertise and Relevant Experience

- Current member of public company audit committee
- Corporate law, corporate responsibility, diversity
- Legislative process

### Public Corporate Boards

**Current:** Prudential Financial (1998–present)

**Previous:** None

### Education

- Yale University, B.A., Latin American Studies, 1974
- University of Pennsylvania, J.D., 1977

### Age

58

### Race and Gender

Puerto Rican-American male



## Wendy Collie

President, U.S. Consumer Business  
Knowledge Learning

Portland, OR

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### Aside

Collie sits on the board of directors for non-profit Cancer Lifeline, as well as the Downtown Seattle Association and the Seattle Parks Foundation.

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### Leadership Experience

Since joining this child and teen education company in 2010, Collie has been responsible for the KinderCare Learning Centers and Champions, its two largest business lines. KinderCare operates more than 1,700 centers, while Champions operates in more than 250 locations. Collie reports directly to the CEO.

For the previous 17 years, Collie served in numerous roles throughout the Starbucks organization, most recently as a member of its senior executive team. At Starbucks she had P&L accountability for more than 3,800 retail stores, almost a third of the total U.S. portfolio.

### Expertise and Relevant Experience

- Developing and leading teams
- Creating and executing strategy geared towards sales growth

### Public Corporate Boards

None currently or previously

### Education

- University of California, Santa Barbara, B.A., Business Administration, 1986

### Age

46

### Race and Gender

Caucasian female



## Linda Morrison Combs

**Former Controller,  
Office of Management and Budget  
The White House**

(Now resides) Winston-Salem, NC

### Leadership Experience

As controller of OMB from 2005 to 2007, Combs regularly briefed President George W. Bush on financial management of the federal government. She monitored government compliance with Sarbanes-Oxley and often testified before Congress. Combs also established fiscal management policies for the executive branch and its \$2.7 trillion in revenue.

Combs previously served as CFO at the Environmental Protection Agency (\$8 billion) and as assistant secretary of the Department of Transportation (\$58 billion).

### Expertise and Relevant Experience

- Helping reorganize and refocus large organizations
- Finance and budget expertise
- Audit and non-gov committees member of a public company board

### Public Corporate Boards

**Current:** DesignLine, (2009–present)

**Previous:** None

### Education

- Appalachian State University, B.A., Education, 1968
- Appalachian State University, M.A., Education, 1974
- Virginia Polytechnic Institute & State University, Ph.D., Education, 1985

### Age

64

### Race and Gender

Caucasian female

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### Aside

Combs also co-founded a record label that received a Grammy nomination and which created music for two Emmy award-winning videos.

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## Pamela Craig

Chief Financial Officer

Accenture

New York, NY

### Leadership Experience

Craig is part of Accenture's leadership team. As CFO, she oversees the corporate controllership, treasury, tax, investor relations, client finance, and strategic planning.

During her 27 years at Accenture, Craig has overseen finance and performance management systems for corporate clients in consumer products, communications and media. She also serves on the board of the IT consulting company joint venture between Accenture and Microsoft called Avenade.

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### Aside

Craig was named one of the top 100 women in corporate America by the National Council for Research on Women.

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### Expertise and Relevant Experience

- Designing finance and performance management systems
- Talent development
- Diversity

### Public Corporate Boards

None currently or previously

### Education

- Smith College, B.A., Economics, 1979

### Age

53

### Race and Gender

Caucasian female



## John W. Daniels

**Chairman**  
**Quarles and Brady**

Milwaukee, WI

### Leadership Experience

Daniels is the only African American to chair one of the country's 200 largest law firms, according to *American Lawyer* magazine. He's led the shop since 2007 and has been aboard since 1974. His own specialty is real estate law.

Meanwhile, with his sister Valerie Daniels-Carter, he owns V&J Holdings, a fast-food empire of more than a hundred Pizza Hut and Burger King restaurants.

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### Aside

Daniels was formerly national president of the American College of Real Estate Lawyers.

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### Expertise and Relevant Experience

- Real estate, corporate law and commercial finance
- Client-centered service
- Franchising, licensing and partnerships

### Public Corporate Boards

None currently or previously

### Education

- North Central College, B.A., Business, 1969
- University of Wisconsin, M.S., Educational Policy Studies, 1972
- Harvard University, J.D., 1974

### Age

62

### Race and Gender

African-American male



## Christine Day

**Chief Executive Officer**  
lululemon athletica

Vancouver, British Columbia

### Aside

In 2009, Day was the only woman among the 100 highest-paid executives in British Columbia, according to the *Vancouver Sun* newspaper.

### Leadership Experience

Day runs this Canadian athletic apparel company that's publicly traded. During the 2009 recession, she decided not to reduce prices. Instead, Day added new lines of clothing and accessories, and brightened colors. This past summer, the stock increased seven times its value over last year.

During her 20 years at Starbucks, Day held roles as president of the company's Asia Pacific region and senior vice president of finance and administration.

### Expertise and Relevant Experience

- Former member of audit and compensation committees on public company board
- Overseeing large-scale operations
- Brand management, marketing

### Public Corporate Boards

**Current:** None

**Previous:** Select Comfort (2004–2009)  
Nu Skin Enterprises (2007–2008)

### Education

- Central Washington University, B.A., Administrative Management, 1984

### Age

48

### Race and Gender

Caucasian female



## Patricia Diaz Dennis

**Former Assistant General Counsel  
AT&T**

San Antonio, TX

### Leadership Experience

While at AT&T, Dennis was in charge of the firm's employment legal advice, its corporate litigation department and regulatory and environmental compliance.

President Ronald Reagan appointed Dennis, a former practicing attorney, as a commissioner of the Federal Communications Commission in 1986. Six years later, she became assistant secretary of state for human rights and humanitarian affairs under President George H. W. Bush.

### Expertise and Relevant Experience

- Corporate litigation and compliance
- Former member of audit and non-gov committees of a public company board

### Public Corporate Boards

**Current:** None

**Previous:** UST (2001–2009)

Entravision Communications (2001–2005)

Citadel Communications (1997–1999)

### Education

- University of California at Los Angeles, A.B., English, 1970
- Loyola University of Los Angeles, J.D., 1973

### Age

64

### Race and Gender

Mexican-American female

### Aside

Dennis was the first Hispanic chairwoman of the board of Girl Scouts of the USA. She was also a director at National Public Radio.



## Nelson Diaz

**Of Counsel**  
**Cozen O'Connor**

Philadelphia, PA

### Leadership Experience

Since joining law firm Cozen O'Connor in 2007, Diaz has focused on litigation, resolving disputes, public housing issues and government relations.

He's a former general counsel for the Department of Housing and Urban Development. At HUD, Diaz managed more than 500 lawyers and helped institute public housing reforms by settling a backlog of civil rights cases valued at \$6 billion. He was also a Philadelphia city judge and a justice on the Pennsylvania Supreme Court.

### Aside

Diaz serves on the advisory board of PNC Bank and is a director of the Legg Mason Family of Funds. He also was chairman of the Hispanic Caucus for the Democratic National Committee.

### Expertise and Relevant Experience

- Member of risk management committee of a public company board
- Litigation, dispute resolution
- Government relations

### Public Corporate Boards

**Current:** Exelon (2004–present)

**Previous:** None

### Education

- St. John's University, B.S., Accounting, 1969
- Temple University School of Law, J.D., 1972

### Age

63

### Race and Gender

Puerto Rican-American male



## Tracey Doi

**Group Vice President, Chief Financial Officer  
Toyota Motor Sales U.S.A.**

Torrance, CA

### Leadership Experience

At Toyota, Doi is group vice president and financial chief for the Toyota, Lexus and Scion brands in the U.S. Her responsibilities include corporate finance, tax, international customs and overseeing the group's treasury.

Prior to her decade at Toyota, Doi was director of finance for AT&T Wireless in Los Angeles. She began her career at Arthur Andersen.

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### Aside

Doi serves on the economic advisory council of the Federal Reserve Bank of San Francisco. She was also named to the 2010 Japanese American Leadership Delegation.

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### Expertise and Relevant Experience

- Corporate finance, accounting and administration
- Brand management
- Risk management

### Public Corporate Boards

None currently or previously

### Education

- University of California, Los Angeles, B.A., Business Economics, 1983

### Age

49

### Race and Gender

Japanese-American female



## Harold Doley Jr.

President and Chief Executive Officer  
Doley Securities

Irvington, NY

### Leadership Experience

For 35 years, Doley has headed up an investment bank that underwrites corporate and municipal issues and trades for institutional investors. He was the only African-American individual to have owned a seat on the New York Stock Exchange.

In 1983, Doley was appointed U.S. ambassador to the African Development Bank, an institution for commerce. He also was the first director of the federal agency that leases oil and mineral rights. Under Doley, the former Minerals Management Service became the second-largest source of income for the U.S. Treasury.

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### Aside

Doley is a former underwriting member at Lloyd's of London and still has investments in its insurance syndicates.

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### Expertise and Relevant Experience

- Corporate finance, securities trading
- Insurance
- Federal and international regulation

### Public Corporate Boards

None currently or previously

### Education

- Xavier University, B.S., Accounting and Business, 1968

### Age

63

### Race and Gender

African-American male



## Larry Drake

**Interim Chief Executive Officer  
Executive Leadership Council**

Alexandria, VA

### Leadership Experience

Drake is currently serving as CEO of the Executive Leadership Council. The non-profit organization provides networking resources for African-American executives who are within three reports of their CEOs at major U.S. firms.

Drake has more than three decades of experience as a corporate manager and entrepreneur. He previously was CEO of Coca-Cola's division in Nigeria and equatorial Africa. He's also been a senior vice president at Cablevision Systems as well as a general manager in KFC's restaurant division.

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### Aside

Drake was co-founder of Hope 360°, a company that counseled people on how to make breakthroughs in their careers. He's also on the advisory board of private equity firm Wellbridge Capital.

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### Expertise and Relevant Experience

- Management of a large-scale operation
- Executive coaching and mentoring
- Corporate diversity

### Public Corporate Boards

None currently or previously

### Education

- Georgia State University, B.A., Sociology, 1977
- Rockhurst University, M.B.A., 1990

### Age

56

### Race and Gender

African-American male



## Roy Dunbar

**Former CEO  
Network Solutions**

McLean, VA

### Leadership Experience

Prior to serving as the CEO and chairman of Network Solutions from 2008 to 2009, Dunbar was the president of global technology and operations for MasterCard for three and a half years.

Dunbar also worked at pharmaceutical giant Eli Lilly for 14 years, most recently as president of intercontinental operations. He served as chief information officer between 1999 and 2003.

### Aside

Dunbar is also chairman of the Executive Leadership Foundation, which supports the Executive Leadership Council. The Council represents African-American executives no more than three levels from the CEOs of Fortune 500 companies.

### Expertise and Relevant Experience

- Strategic direction and improving efficiency
- Chairman of the investment committee at a public company, and former board chairman at a public company

### Public Corporate Boards

**Current:** Humana Corporation (2005–present)

**Previous:** Network Solutions (2008–2010)  
Electronic Data Systems (2004–2010)

### Education

- Manchester University (U.K.), B.S., Pharmacy, 1982
- Manchester Business School (U.K.), M.B.A., 1990

### Age

49

### Race and Gender

Jamaican-born African-American male



## Bill Easter

Retired Chairman, President and CEO  
DCP Midstream

Houston, TX

### Leadership Experience

Easter retired in 2008 as president and CEO of a \$12 billion natural gas processing company that operated in 16 states. The business was a 50/50 joint venture between oil and gas giants ConocoPhillips and Duke Energy. As head of DCP Midstream, Easter restructured the operations and achieved record earnings.

Easter also worked at Conoco (ConocoPhillips) for 32 years, culminating with his running the company's lobbying operation to state regulators and statehouse lawmakers.

### Expertise and Relevant Experience

- Audit and compensation committees member for an NYSE-listed company
- Managed large-scale operations of a natural gas company
- Lobbying regulators and legislators
- Served on a special panel of the Texas Rail Commission

### Public Corporate Boards

**Current:** Concho Resources (2008–present)

**Previous:** TEPPCO (2004–2005)

DCP Midstream Partners (2005–2008)

### Education

- University of Houston, B.B.A., Finance, 1971
- Stanford University, M.S., Management, 1991

### Age

61

### Race and Gender

African-American male

### Aside

As CEO of its Jet Nordic division, Easter helped Conoco double its sales of retail gasoline in Sweden, Norway, Finland and Denmark.



## Elaine Eisenman

Dean, Babson Executive Education  
Babson College

Babson Park, MA

### Leadership Experience

Eisenman is in charge of this business program for executives and corporate trainers. The customized courses teach management as well as personal and team development to learners ranging from Deloitte to the U.S. Navy.

Formerly, Eisenman was a human resources manager in corporate America at companies such as American Express and The Children's Place Retail Stores. She was also chairman at a venture capital firm.

### Aside

Eisenman serves on the advisory board at American Airlines. She's also an advisory member to a company for corporate trade services to reduce excess assets, real estate and inventory.

### Expertise and Relevant Experience

- Member of non-gov and comp committees of public company board
- Executive training and development, post-merger integration
- Corporate governance, CEO succession, board composition

### Public Corporate Boards

Current: DSW (2008–present)

Previous: UST (1996–2004)

### Education

- Boston University, B.S., Nursing, 1970
- Columbia University, M.S., Social and Community Psychiatry, 1972
- New York University, Ph.D., Industrial Psychology, 1985

### Age

61

### Race and Gender

Caucasian female



## Diana Ferguson

**Chief Financial Officer  
Chicago Public Schools**

Chicago, IL

### Leadership Experience

Ferguson came out of a one-year retirement to take the CFO job for Chicago's public school system.

Ferguson had been CFO at Folgers Coffee and Merisant Worldwide. She also has held risk management and treasury roles at Fortune 500 companies, such as Sara Lee, Eaton, Fannie Mae, First National Bank of Chicago and IBM.

### Expertise and Relevant Experience

- Current and former member of audit committees at three public company boards
- Financial management, strategic planning
- Risk management, treasury function

### Public Corporate Boards

**Current:** TreeHouse Foods (2008–present)

**Previous:** Franklin Electric (2004–2007)

Integrus Energy Group (2007–2008)

### Education

- Yale University, B.A., Psychology, 1985
- Northwestern University, M.M., Finance, Managerial Economics, 1992

### Age

47

### Race and Gender

African-American female

### Aside

This school year, Ferguson closed a \$370 million budget gap in Chicago's public schools. She trimmed some extra-curricular programs, used reserves and restructured debt.



## Stephanie Fohn

President and Chief Executive Officer  
WhiteHat Security

Santa Clara, CA

### Leadership Experience

Since 2004, Fohn has been CEO of this Silicon Valley firm that specializes in protecting websites and computer data.

Prior to that, she was the COO of a security software company that Symantec later acquired. Fohn also spent six years working in the technology area for venture capital and investment banking firms.

### Expertise and Relevant Experience

- Information security, corporate and customer privacy
- Using technology to solve operational problems

### Public Corporate Boards

None currently or previously

### Education

- University of Washington, B.A., Business Administration; B.A., Psychology, 1982
- Massachusetts Institute of Technology, M.S., Management, 1988

### Age

49

### Race and Gender

Caucasian female

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### Aside

Fohn sits on the advisory boards of StillSecure, a secure network infrastructure software firm, and Enthiosys, a consultancy specializing in agile product management.

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## Juliet Garcia

President

University of Texas at Brownsville and Texas Southmost College

Brownsville, TX

### Leadership Experience

Garcia became the first Mexican-American woman in the country to be named a college president when she took over at Texas Southmost College in 1986. Then, eight years ago, she persuaded that community college's leaders and trustees at the University of Texas to create a partnership that became UTB. The schools combine finances, facilities and staff.

Under Garcia, UTB/TSC's budget has grown to \$145 million from \$31 million, and 17,000 students were enrolled last fall. She has overseen two general obligation bond issues totaling \$81 million.

### Aside

Garcia was part of a team that advised incoming President Bill Clinton on national education issues. In 2009, *Time* magazine named her one of the country's 10 best college presidents.

### Expertise and Relevant Experience

- Adult education and training
- Stakeholder communication
- Strategic planning and institutional investment

### Public Corporate Boards

None currently or previously

### Education

- University of Houston, B.A., Public Address and English, 1970
- University of Houston, M.A., Classical Rhetoric, 1972
- University of Texas, Ph.D., Communications and Linguistics, 1976

### Age

61

### Race and Gender

Mexican-American female



## Michelle Gass

President, Seattle's Best Coffee  
Starbucks

Seattle, WA

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### Aside

Gass was manager of Starbucks's Frappuccino brand six years ago and took much of the flak when dieticians complained that adding flavors and cream to the coffee drinks could pack on hundreds of more calories.

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### Leadership Experience

For the past year, Gass has been president of a 40-year-old chain of coffee shops that was founded as a local ice cream parlor. She was already at Starbucks in 2003 when it bought Seattle's Best in 2003. In May, she announced a strategic expansion to grow the brand's shops and distribution outlets tenfold to 30,000 locations by the end of fiscal year 2010.

Gass was formerly an executive vice president of marketing for Starbucks. In 2008, she was a member of the senior management team that hammered out a new turnaround strategy after Starbucks's highly publicized over-expansion. She previously worked for Procter & Gamble as a marketing and product manager.

### Expertise and Relevant Experience

- Compensation committee member of board at a Fortune 1000 company
- Developing and marketing products and brands

### Public Corporate Boards

Current: Ann Taylor Stores (2008–present)

Previous: None

### Education

- Worcester Polytechnic Institute, B.S., Chemical Engineering, 1990
- University of Washington, M.B.A., 1999

### Age

42

### Race and Gender

Caucasian female



## Robert J. Gerrard Jr.

Former Chief Legal Officer  
Scripps Networks

Short Hills, NJ

### Aside

Gerrard is the recipient of several diversity-related awards, including one from the American Bar Association for achievement as a minority general counsel.

### Leadership Experience

Gerrard served for 11 years as the legal chief of Scripps Networks, where he established the company's legal department. He was responsible for all legal matters relating to Scripps's websites and lifestyle television networks, including HGTV, Food Network and Fine Living. He also oversaw the firm's human resources department.

Gerrard previously served as a vice president and general counsel for the Sega Channel. Before that, he was senior counsel at Home Box Office for a dozen years, where he was responsible for negotiating multi-million-dollar HBO and Cinemax distribution agreements.

### Expertise and Relevant Experience

- Licensing, intellectual property, mergers and acquisitions, regulation and human resources
- Chair of the compensation and human resources committee, and a member of the nominating and governance committee at a public company board

### Public Corporate Boards

**Current:** Syniverse Technologies (2008–present)

**Previous:** None

### Education

- Harvard College, A.B., Social Studies, 1974
- Harvard University, J.D., 1977

### Age

58

### Race and Gender

African-American male



## Charlynn Goins

**Retired Attorney, Executive**

New York City, NY

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### Aside

Goins is chairman of the \$1.7 billion New York Community Trust, which funds local charities and civic programs.

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### Leadership Experience

Goins was the chairperson of New York City's public hospital system for four years. She helped chart strategy and oversaw an extensive process to ensure that the medical staff earned credentials.

Goins started her career as a tax attorney. She was later a senior vice president of international marketing at Prudential Mutual Funds, where she helped stockbrokers in Europe, Asia and South America present investment products. After that, she advised the Department of Commerce on helping minority business owners get loans and equity capital.

### Expertise and Relevant Experience

- Current chair of nominating and governance committee at a Fortune 500 board
- Taxes, insurance and investments
- Health care management and regulation

### Public Corporate Boards

**Current:** Fannie Mae (2008–present)

### Education

- Barnard College, B.A., Government, 1963
- Columbia University, J.D., 1976

### Age

68

### Race and Gender

African-American female



## Kim Goodwin

**Former Managing Director and Head of Equities  
Credit Suisse**

Jamestown, RI

### Leadership Experience

Goodwin had been in charge of managing all of Credit Suisse's equity products in Europe, Asia-Pacific and the Americas.

With more than 20 years in the investment and financial services fields, Goodwin has been a senior manager at State Street Research & Management, American Century Investments, Putnam Investments, Prudential Investments and Mellon Bank.

### Expertise and Relevant Experience

- Current audit and comp committees member of a public company board
- Corporate investments, fundamental analysis
- Business restructuring and expansion

### Public Corporate Boards

**Current:** Akamai Technologies (2004-2006, 2008-present)

**Previous:** CheckFree (2006)

### Education

- Princeton University, B.A., Politics, 1981
- University of Texas at Austin, M.B.A., Public Affairs, M.B.A., Finance, 1987

### Age

51

### Race and Gender

African-American female

### Aside

Goodwin is frequently quoted in the financial press and has appeared on CNBC as well as in *Time* magazine and *USA Today*.



## Oscar Groomes

**Managing Director**  
**Groomes Business Solutions**

Charlotte, NC

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### Aside

Groomes has edited *O's Place Jazz*, a digital jazz magazine and website that reviews jazz and blues musicians, for more than 15 years.

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### Leadership Experience

Groomes is currently consulting for small developing companies in the chemicals and plastics industries. That includes advising them on staffing and operations.

Groomes, a metallurgic engineer and physicist, previously served as CEO of Almatris, a privately held maker of specialty alumina products, until it was sold in 2007. He was also president or general manager of several divisions at General Electric, including its South American plastics operation, European polycarbonate business and railroad car manufacturing.

### Expertise and Relevant Experience

- Executing growth at chemical and plastics firms
- Operating international manufacturing businesses

### Public Corporate Boards

None currently or previously

### Education

- Tougaloo College, B.S., Physics, 1980
- Brown University, B.S., Materials Science Engineering, 1982
- Carnegie-Mellon University, M.S., Metallurgical Engineering and Material Science, 1984

### Age

50

### Race and Gender

African-American male



## Debbie Guerra

Vice President, Outsourcing & Infrastructure  
Unisys

Reston, VA

### Leadership Experience

Guerra helps manage the division at this global consulting firm on IT that generates 40% of the company's revenues. Guerra's seven years in Latin America give her added perspective in dealing with international clients to secure contracts.

She worked at Price Waterhouse as an IT consultant and manager for six years as well as a number of small companies, such as Knowledge Planet where she engaged in sales.

### Expertise and Relevant Experience

- Information technology management
- Customer satisfaction and performance measurement
- Domestic and international sales and marketing

### Public Corporate Boards

None currently or previously

### Education

- United States Military Academy, B.S., Engineering and French, 1982

### Age

47

### Race and Gender

Caucasian female

### Aside

Guerra was an Army captain and intelligence officer who interrogated military and political prisoners during the 1989 U.S. invasion of Panama. She returned to Latin America as a Unisys employee.



## Leopoldo Guzman

President and Chief Executive Officer  
Guzman & Company

Coral Gables, FL

### Leadership Experience

Guzman founded an investment banking and institutional brokerage firm called Guzman & Company in 1987. The firm is the only Hispanic-owned member of the New York Stock Exchange and is one of the biggest minority-owned investment banks in the United States.

Prior to starting his own firm, Guzman served as chief investment officer of Gulf Investments, a Kuwaiti-based company that invested in real estate, securities and financial services firms around the globe. He was also an investment banker with Lazard Freres and Chase Bank.

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### Aside

In 2005, Guzman was appointed to the advisory committee of the Pension Benefit Guaranty Corporation by President George W. Bush.

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### Expertise and Relevant Experience

- Investment banking, institutional brokerage and corporate finance
- Pension and retirement account benefits

### Public Corporate Boards

None currently or previously

### Education

- Columbia University, B.S., Operations Research, 1969
- Stanford University, M.B.A., 1971

### Age

64

### Race and Gender

Cuban-American male



## Marka Hansen

President, Gap Brand North America  
Gap

San Francisco, CA

### Leadership Experience

Hansen is responsible for all aspects of Gap's brand, including strategy, design, production, merchandising, marketing and inventory management.

Prior to her current role, Hansen was president of Gap subsidiary Banana Republic from 2003 to 2007. She joined Banana Republic after a 10-year career as a buyer at Robinson's Department Store.

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### Aside

In 2008, Hansen publicly apologized on behalf of Gap after evidence surfaced that it had contracted with factories in India that used — and physically abused — child laborers as young as 10 years old.

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### Expertise and Relevant Experience

- Merchandising and brand development
- Risk management
- Strategy

### Public Corporate Boards

None currently or previously

### Education

- Loyola Marymount University, B.A., Liberal Studies, 1976

### Age

57

### Race and Gender

Caucasian female



## Katherine Harless

**Former President and Chief Executive Officer  
Idearc Media**

Irving, TX

### Leadership Experience

For two years, Harless was CEO of Idearc, which was the former Verizon Yellow Pages business. In 2006, when she led the spinoff and IPO of that company, which she'd run within Verizon for six years, Idearc had more than \$3 billion in revenues.

Harless formerly held finance, sales and operations roles with Verizon Communications and its predecessor company, GTE.

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### Aside

Harless was at one time president of GTE Airfone, which provided consumer phone service on commercial flights and railroads.

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### Expertise and Relevant Experience

- Current member of comp and non-gov committees of public company board
- Growth strategies
- Spinoffs, restructuring, IPOs

### Public Corporate Boards

**Current:** Toro (2000–present)

**Previous:** Idearc (2006–2008)

### Education

- University of Texas, B.B.A., Accounting, 1972

### Age

59

### Race and Gender

Caucasian female



## Carla Harris

Managing Director, Investment Management  
Morgan Stanley

New York, NY

### Leadership Experience

Harris is the head of Morgan Stanley's emerging manager platform. She identifies and provides capital and strategic advice to minority and women-owned asset managers, which are attractive sources of alternative investments for pension funds.

When she was on the firm's equity syndicate desk, she participated in initial public offerings for UPS, Delphi Automotive and Martha Stewart Living Omnimedia. Harris started out in corporate finance in Morgan Stanley's mergers and acquisitions department.

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### Aside

Harris has recorded two albums as a gospel singer and is a member of her Catholic Church choir.

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### Expertise and Relevant Experience

- Corporate finance (including secondary offerings, private placements, investment management)
- Analyzing mergers and acquisitions

### Public Corporate Boards

None currently or previously

### Education

- Harvard College, A.B., Economics, magna cum laude, 1987
- Harvard University, M.B.A, 1987

### Age

47

### Race and Gender

African-American female



## William Harvey

President, DuPont Packaging & Industrial Polymers  
DuPont

Wilmington, DE

### Leadership Experience

Harvey has been responsible for strategy and operations at this global operating unit ever since he was appointed president last year. He reports directly to the chairman of DuPont.

Prior to that, Harvey served as vice president of corporate strategy and planning as well as of corporate operations. He's been with DuPont since 1977.

### Expertise and Relevant Experience

- Technology acquisitions and licensing
- Improving organizational efficiency
- Global joint ventures

### Public Corporate Boards

None currently or previously

### Education

- Virginia Commonwealth University, B.S., Economics, 1972
- University of Virginia, M.B.A., 1977

### Age

59

### Race and Gender

African-American male

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### Aside

Harvey previously served as a trustee for the Darden Graduate Business School at the University of Virginia and at historically black Delaware State University.

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## Tahira Hassan

**Retired Senior Vice President,  
Nestlé S.A.**

(Now resides) Toronto, Ontario, Canada

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### Aside

Born in Pakistan, Hassan recently accepted a position as executive in residence at the Lahore University of Management Sciences, which is a national university in Pakistan. She teaches via Skype and video conferencing.

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### Leadership Experience

During her more than 25 years at Nestlé, Hassan served in various roles, including as senior vice president, head of global supply chain, which was a new role created to reshape the company's global approach to supply chain management. When she resigned in 2009, she was the senior vice president, global business leader for the company's Nescafe Ready-to-Drink (RTD) products.

Hassan previously was also the vice president in charge of several joint ventures in Latin America and of business development in the Caribbean and Dominican regions.

### Expertise and Relevant Experience

- Consumer packaged goods manufacturing, wholesaling and retailing issues
- People development, strategic vision, and execution and leadership skills

### Public Corporate Boards

**Current:** None

**Previous:** Dreyer's Grand Ice Cream Holdings (2002–2006)

### Education

- Advanced-Level Certification, Economics, Cathedral School/Cambridge University

### Age

57

### Race and Gender

Pakistani-born female



## Dotty Hayes

Retired Chief Audit Executive  
Intuit

Los Altos, CA

### Leadership Experience

Hayes retired in 2008 after five years with Intuit and after a 30-year career mostly in Silicon Valley. She had audited financial reporting and systems at a range of other tech companies, including Hewlett-Packard and Apollo Computer, which HP acquired.

### Expertise and Relevant Experience

- Financial reporting, internal audit and cost accounting
- Audit committee interaction

### Public Corporate Boards

None currently or previously

### Education

- University of Massachusetts, B.A., Education, 1972
- University of Massachusetts, M.S.B.A., Accounting, 1976
- Bentley College, M.S., Finance, 1987

### Age

59

### Race and Gender

Caucasian female

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### Aside

Hayes started her career as a fourth-grade teacher. After a couple of years, she re-thought that life and pursued a graduate degree, which led her to internal auditing.

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## Bridgette Heller

Executive Vice President  
President, Consumer Health Care Division  
Merck

Summit, NJ

### Aside

In 2004, Heller was self-employed as a consultant who gave growth strategy advice to companies that weren't in the packaged goods business.

### Leadership Experience

A packaged goods expert, Heller has been in charge of billions of dollars in P&L at some of the nation's largest consumer products companies. Last winter, she joined Merck to head up the unit that makes and markets brands such as Claritin, Coppertone and Dr. Scholl's.

Previously, she was president of global baby products at Merck's competitor Johnson & Johnson, where she was responsible for sales of \$2.5 billion. She cut her teeth at Kraft Foods, where she became an executive vice president and oversaw coffee sales to grocers and specialty stores, direct sales, and manufacturing.

### Expertise and Relevant Experience

- Strategic growth planning
- Managing a large-scale marketing operation

### Public Corporate Boards

None currently or previously

### Education

- Northwestern University, B.A., Economics, 1983
- Northwestern University, M.B.A, 1985

### Age

49

### Race and Gender

African-American female



## Barbara B. Hill

Chief Executive Officer  
ValueOptions

Norfolk, VA

### Leadership Experience

Hill has spent the past four years as the CEO of a company that provides mental health services to 23 million employees at Fortune 500 firms and government agencies.

Among a number of previous CEO and senior management roles, she was president of Fortune 500 company Express Scripts, a \$13 billion provider of pharmacy benefits to its members. Hill was also CEO of the Johns Hopkins Health Plan and managed the company before and after Prudential Insurance Company of America bought it.

### Expertise and Relevant Experience

- Compensation committee member of Fortune 500 corporate board
- Former president of a Fortune 500 company

### Public Corporate Boards

**Current:** St. Jude Medical (2007–present)

**Previous:** Express Scripts (2002–2003)  
Rotech Healthcare (2005–2006)

### Education

- Johns Hopkins University, B.S., Social and Behavioral Science, 1973
- Johns Hopkins University, M.S., Education, 1976

### Age

58

### Race and Gender

Caucasian female

### Aside

As president of the Prudential Health Care Plan of the Mid-Atlantic in 1993, Hill prepared shareholders for health care reforms that would require private HMOs to serve low-income, Medicaid and Medicare clients.



## Janet Holmgren

**President  
Mills College**

Oakland, CA

### Leadership Experience

Holmgren is president of this women's private college. She helped marshal \$32 million in oversubscriptions for the school's most recent capital campaign. Now on sabbatical, she'll retire in mid-2011 after 20 years.

Formerly the vice provost at Princeton University, Holmgren also was an administrator and faculty member at the University of Maryland and Federal City College.

### Expertise and Relevant Experience

- Academic programming
- Diversity initiatives
- Management of endowments, investments

### Public Corporate Boards

None currently or previously

### Education

- Oakland University (Michigan), B.A., English, 1968
- Princeton University, M.A., Linguistics, 1971
- Princeton University, Ph.D., Linguistics, 1974

### Age

61

### Race and Gender

Caucasian female

### Aside

Holmgren is a trustee of Princeton University and a board member of the National Council for Research on Women, which advocates for women in business.



## Eric Holoman

**President**

**Magic Johnson Enterprises**

Beverly Hills, CA

### Leadership Experience

Holoman runs the companies which former NBA star Earvin “Magic” Johnson has developed into a multi-billion-dollar empire. Among these are real estate, private equity, and more than 100 franchise restaurants, such as Starbucks, Burger King and T.G.I. Friday’s.

Previously, Holoman and his father owned 17 fast-food franchises in inner city Los Angeles. Prior to that, he was a vice president at the private banks of Bank of America and Wells Fargo.

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### Aside

Holoman serves on the boards of the L.A. Department of Water and Power and the L.A. branch of the Federal Reserve Bank of San Francisco.

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### Expertise and Relevant Experience

- Corporate finance, financial planning, mortgages
- Regulatory agencies
- Real estate

### Public Corporate Boards

None currently or previously

### Education

- University of Southern California, B.S., Finance, 1983

### Age

49

### Race and Gender

African-American male



## Sheila Hooda

Senior Managing Director  
TIAA-CREF

New York, NY

### Leadership Experience

Hooda works with the CEO and other senior executive team members to help TIAA-CREF grow through mergers and acquisitions, joint ventures, partnerships and other methods.

Prior to TIAA-CREF, Hooda worked at Credit Suisse where she helped transform the firm's Global Equities Division and increase revenue to more than \$2 billion in 2006 from \$1 billion in 1998. The model used for the equities division was later expanded to the fixed-income and investment banking units.

### Expertise and Relevant Experience

- Driving growth in any economic cycle and helping to turn around lagging business units

### Public Corporate Boards

None currently or previously

### Education

- University of Poona (India), B.S., Mathematics, 1978
- Indian Institute of Management at Ahmedabad (India), M.M., Management, 1981
- University of Chicago, M.B.A., 1988

### Age

50

### Race and Gender

India-born female

### Aside

Hooda, who serves on the board of trustees of Women's World Banking, which is the largest global micro-enterprise lending network, is a regular speaker at conferences on business and leadership topics. Her appearances include speaking engagements at Goldman Sachs and Columbia Business School.



## Michael Hsu

**President, Grocery  
Kraft Foods**

Glenview, IL

### Leadership Experience

At Kraft, Hsu is responsible for a \$4 billion division that covers the firm's U.S. retail sales organization, customer service, transportation and distribution. He joined the company in 2008 as president of its North America grocery unit.

Hsu has also served as the president of Heinz USA's food service division as well as vice president of Booz Allen Hamilton.

### Expertise and Relevant Experience

- Management of a national sales and distribution organization
- Business administration, with particular knowledge in the food products industry

### Public Corporate Boards

None currently or previously

### Education

- Carnegie-Mellon University, B.S., Science Industrial Management, 1986
- University of Chicago, M.B.A., 1993

### Age

46

### Race and Gender

Asian male

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### Aside

From 1989 to 1991, Hsu was a foreign lecturer in economics at Beijing University in China.

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## Jessica Isaacs

Senior Vice President  
American International Group

New York, NY

### Leadership Experience

Isaacs has 25 years of experience in the insurance business. She's now the head of a \$2.5 billion unit that underwrites AIG insurance through affiliate agencies around the world except for North America. Isaacs also participates in her company's corporate responsibility and diversity program.

Formerly, she was an underwriting division manager at Allstate Insurance.

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### Aside

Isaacs studied criminal law at John Marshall Law School in Chicago and completed graduate classes at Northwestern University. She is an advisor to the High School of Recording Arts in New York City.

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### Expertise and Relevant Experience

- Risk management, insurance, hedging
- Investment products
- Sales and marketing

### Public Corporate Boards

None currently or previously

### Education

- Georgia State University, B.A., Political Science and Sociology, 1983

### Age

49

### Race and Gender

African-American female



## Mari Kooi

Chief Executive Officer  
Wolf Asset Management International

Santa Fe, NM

### Leadership Experience

Kooi founded Wolf Asset Management International, which offers hedge funds and funds of hedge funds to institutional clients around the globe. The firm, which focuses on natural resources and commodities, manages more than \$1 billion in assets.

Kooi previously spent 18 years at Cargill, where she worked her way up from commodities trader to president. She gained experience in alternative markets and eventually was one of the founding managers for Cargill's in-house hedge fund and served on the fund's risk management committee.

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### Aside

Kooi has spent time in 89 countries. She also founded the non-profit New Mexico Financial Services Task Force.

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### Expertise and Relevant Experience

- Asset management and institutional investment products
- Risk management and hedging
- Economic policy

### Public Corporate Boards

None currently or previously

### Education

- Iowa State University, B.A., Economics, 1977
- University of Minnesota, M.B.A., Finance, 1995

### Age

56

### Race and Gender

Caucasian female



## William Lamar Jr.

**Former Chief Marketing Officer  
McDonald's USA**

(Now resides) Roswell, GA

### Leadership Experience

Lamar was in charge of marketing and new product development for 13,000 U.S. restaurants of McDonald's until he retired in 2008. He oversaw the launch of the company's "I'm lovin' it" U.S. campaign and of items such as "McGriddles" and the "Dollar Menu." Lamar ascended to the role after having been general manager of 700 stores in the five-state Atlanta region.

Prior to his 24 years at McDonald's, Lamar was a marketing manager at Quaker Oats and United Airlines.

### Expertise and Relevant Experience

- Strategies to improve customer market share
- Managing large-scale operations

### Public Corporate Boards

None currently or previously

### Education

- University of Illinois, B.A., Political Science, 1973
- Northwestern University, M.B.A., 1976

### Age

58

### Race and Gender

African-American male

### Aside

Lamar has an ad agency background from having worked at one of the nation's largest minority-owned shops, Burrell Advertising.



## Deborah Larrison

Director of Global Client Coverage  
Bank of America Merrill Lynch

New York, NY

### Leadership Experience

Larrison shows corporate or high-net-worth clients the benefits of using Merrill Lynch and Bank of America to invest or borrow.

Larrison was formerly COO of the private bank at Citibank and president of Citi's investment bank to midsize companies where, within three years, she cranked up the average deal dollar amount by nearly 600%. Earlier, she had been CEO and CFO at several heavy-industry firms.

### Expertise and Relevant Experience

- Strategic planning, turnarounds, risk management
- Corporate finance, acquisitions
- Licensed broker and registered investment advisor

### Public Corporate Boards

None currently or previously

### Education

- Georgian Court College, B.S., Accounting, 1986
- Monmouth University, M.B.A., Finance, 1994

### Age

52

### Race and Gender

Caucasian female

### Aside

As managing director of the Citigroup investment bank for businesses below \$200 million, Larrison took the operation to a 30% profit margin from an operating loss.



## Angela Larson

President, Fierce Fun Toys  
President, Larson Pharm Consult

New York, NY

### Leadership Experience

Larson founded and heads up two private companies: one a toy manufacturing company that creates culturally diverse books and toys; another a consulting firm that helps small pharmaceutical businesses grow.

Larson previously spent 12 years on Wall Street. She was a research analyst of small- to large-cap companies that created products for genetic, pain, obesity, cardiovascular and other ailments.

### Aside

Larson was ranked No. 2 on the *Institutional Investor* “All-America” list of equity analysts in 2004. She covered specialty health care companies and products for Salomon Smith Barney.

### Expertise and Relevant Experience

- Audit committee member on a public company board
- Entrepreneur of nationally distributed products
- Consultant to pharmaceutical industry

### Public Corporate Boards

Current: Pozen (2009–present)

Previous: None

### Education

- Boise State University, B.A., Economics, 1992
- Johns Hopkins University, M.S., Health Economics, 1996

### Age

42

### Race and Gender

Puerto Rican–American female



## Vance Williams LaVelle

**President and Chief Executive Officer  
The Global Consulting Group**

New York, NY

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### Aside

LaVelle served as chairman of PNC Insurance and as a corporate director for PNC Investments. She also served on the advisory boards of Avis, CIGNA and the government of New Zealand.

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### Leadership Experience

In her role at The Global Consulting Group (formerly known as Time Circle), LaVelle provides strategic marketing consulting to Fortune 100 companies to help them build sustainable growth and brand innovation strategies.

She lays claim to having launched 100 brands in her career. LaVelle formerly served as senior vice president and global chief marketing office at call center technology company Avaya. While at Sirius Satellite Radio, she led customer sales, operations and services. She's also held marketing posts at AT&T and Chase Manhattan Bank.

### Expertise and Relevant Experience

- Turning around struggling businesses
- Increasing market share
- Working with public company boards; experience with Sarbanes-Oxley Act issues

### Public Corporate Boards

None currently or previously

### Education

- University of Alabama, B.A., Commerce and Business Administration, 1981
- Vanderbilt University, E.M.B.A., 1991

### Age

51

### Race and Gender

Caucasian female



## William M. Lewis Jr.

**Managing Director and  
Co-Chairman of Investment Banking  
Lazard**

New York, NY

### Leadership Experience

At Lazard, Lewis advises institutional and corporate clients on a spectrum of financial issues, including takeovers and issuing equity or debt.

Lewis joined Lazard after a 24-year career at Morgan Stanley, where he ultimately was a managing director and co-head of the global investment bank.

### Expertise and Relevant Experience

- Mergers and acquisitions
- Leveraged buyouts

### Public Corporate Boards

**Current:** Darden Restaurants (2005–present)

**Previous:** Freddie Mac (2004–2008)

### Education

- Harvard College, B.A., Economics, 1978
- Harvard University, M.B.A., 1982

### Age

54

### Race and Gender

African-American male

### Aside

Lewis is on the board at Ariel Investments, the first minority-owned mutual fund family to be publicly traded.



## Kathie Lindemann

### Senior Vice President, Foodservice Starbucks

Seattle, WA

#### Leadership Experience

Lindemann has been in charge of the foodservice division at Starbucks since 2007. The unit, which sells coffees and teas to hotels, schools and hospitals, generates \$385 million in yearly sales.

Lindeman is in her 20th year with Starbucks. She's worked in various operational roles to establish stores and training standards in the U.S., the U.K., the Pacific Rim, Europe, the Middle East and Latin America.

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#### Aside

As managing director of Starbucks in Britain, Lindemann oversaw the integration of a near doubling in the number of stores (250 from 135) within 18 months.

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#### Expertise and Relevant Experience

- Strategic planning
- People development
- Acquisitions and integration

#### Public Corporate Boards

None currently or previously

#### Education

- University of Santa Clara, B.S., Political Science, 1983

#### Age

49

#### Race and Gender

Caucasian female



## Connie Lindsey

Executive Vice President  
Northern Trust

Chicago, IL

### Leadership Experience

As EVP of corporate social responsibility, Lindsey monitors Northern Trust's environmental and social impact on stakeholders.

In 17 years with the firm, she's also managed client services to colleges and pension funds as well as handled operational and treasury roles.

Lindsey started out at Wisconsin Bell and Ameritech. She worked there in finance and accounting jobs.

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### Aside

Lindsey is national president of Girl Scouts of the USA, which gives 3 million girls training in teamwork and self-sufficiency each year. She was a Girl Scout as a youngster.

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### Expertise and Relevant Experience

- Treasury, cash management, accounting
- Environmental, social and corporate governance issues
- Stakeholder outreach

### Public Corporate Boards

None currently or previously

### Education

- University of Wisconsin, B.A., Finance, 1979

### Age

53

### Race and Gender

African-American female



## Linda Livingstone

Dean, Graziadio School of Business and Management  
Pepperdine University

Los Angeles, CA

### Aside

Livingstone has been a member of several boards for collegiate improvement, including the Graduate Management Admissions Council.

### Leadership Experience

For the past eight years, Livingstone has led this business school of six campuses and 2,000 students. She works with an annual operating budget of \$35 million on revenues of \$60 million.

Prior to coming to Pepperdine, Livingstone served as associate dean for graduate programs at Baylor University's business school, where she was also an associate professor of management.

### Expertise and Relevant Experience

- Creating international partnerships between schools and businesses
- Managing significant budgets
- Developing management talent

### Public Corporate Boards

None currently or previously

### Education

- Oklahoma State University, B.S., Economics and Management, 1982
- Oklahoma State University, M.B.A., 1983
- Oklahoma State University, Ph.D., Management, 1992

### Age

50

### Race and Gender

Caucasian female



## Daniel Lopez

**President and Professor**  
**New Mexico Institute of Mining and Technology**  
 Socorro, NM

### Leadership Experience

Lopez has been president of this science and engineering university for the past 17 years and is a full-time political science professor. Previously, he was the school's fundraiser.

Prior to that, Lopez was a cabinet official in the New Mexico state government, serving as the Secretary for the Department of Finance and Administration. Lopez had fiscal and budget oversight for every state agency. He also headed the state Labor Department.

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### Aside

Lopez is registered as an active lobbyist with the Secretary of State in New Mexico. Meanwhile, among his board memberships is one on the National Petroleum Council.

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### Expertise and Relevant Experience

- Current chair of a public company comp committee, member of audit committee
- Technical education and engineering
- State government relations

### Public Corporate Boards

**Current:** First State Bancorporation (2006–present)

**Previous:** None

### Education

- University of New Mexico, B.A., Political Science, 1970
- University of New Mexico, M.A., Political Science, 1972
- University of New Mexico, Ph.D., Political Science, 1982

### Age

64

### Race and Gender

Hispanic male



## Gerardo Lopez

**President and Chief Executive Officer  
AMC Entertainment Holdings**

Kansas City, MO

### Leadership Experience

Lopez is only the fourth CEO at 90-year-old AMC Entertainment, the movie theater chain that created multiplex cinemas.

Lopez came to AMC from Starbucks, where he was executive president in charge of consumer products. Previously, he held senior management jobs at Frito-Lay, PepsiCo and Procter & Gamble.

### Expertise and Relevant Experience

- Strategic alliances, joint ventures
- Creating consumer experiences
- Consumer products, retail

### Public Corporate Boards

**Current:** National CineMedia (2009–present)

**Previous:** TXU (now Energy Future Holdings Corporation) (2006–2008)

### Education

- George Washington University, B.S., Business Administration, 1980
- Harvard University, M.B.A., 1984

### Age

51

### Race and Gender

Cuba-born male

### Aside

Under Lopez, the company is trying to complete an initial public offering after previously failing twice since 2006. It filed an S-1 with the SEC in July.



## Nancy Lublin

Chief Executive Officer and “Chief Old Person”  
Do Something

New York, NY

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### Aside

Lublin writes a blog for the Huffington Post on issues ranging from politics to youth and culture.

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### Leadership Experience

Lublin runs an Internet-based non-profit that tries to motivate teenagers to get involved in social change through vehicles such as community activism, caring for pets and recycling. The website has over 250,000 members. Lublin became head of the group seven years ago and reversed a \$500,000 debt into \$1.2 million in positive cash in just 12 months.

Previously, Lublin founded Dress for Success Worldwide, an organization that helps provide women with business clothes for job interviews and trains them for careers.

### Expertise and Relevant Experience

- Turning around struggling organizations
- Promoting innovation
- Creating content and events that resonate with young consumers

### Public Corporate Boards

None currently or previously

### Education

- Brown University, B.A., Politics, 1993
- Oxford University, M.Litt., Political Theory, 1995
- New York University School of Law, J.D., 2001

### Age

39

### Race and Gender

Caucasian female



## Elizabeth Mays

Senior Vice President, Risk Management  
JPMorgan Chase

Columbus, OH

### Leadership Experience

Formerly a government economist and regulator in Washington, Mays now reports to the chief credit officer at the nation's second-largest bank. Mays protects JPMorgan Chase from fraud, bad loans, and other risks when it lends to consumers.

Mays held a similar position at Citigroup in St. Louis. She has written four books on scoring consumers' credit.

### Expertise and Relevant Experience

- Bank credit, risk modeling for lending
- Economic forecasting and assessing interest rates
- Interacting with internal auditors, regulators

### Public Corporate Boards

None currently or previously

### Education

- University of Cincinnati, B.A., Economics, magna cum laude, 1981
- University of Cincinnati, Ph.D., Economics, 1986

### Age

51

### Race and Gender

Caucasian female

### Aside

For 12 years, Mays worked for different stints at Freddie Mac, the Office of Thrift Supervision and the Government Accountability Office. She checked whether savings and loans were in compliance with regulations on risk from interest rates and the economy.



## Ronald McCray

Former Chief Administrative Officer

Nike

Dallas, TX

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### Aside

McCray currently serves on the trustee board at Cornell University and the Dean's Council at Harvard Law School. He's also a part owner of the Boston Celtics.

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### Leadership Experience

McCray served as the administrative chief and was a member of the management executive committee of Nike between 2007 and 2009. At the \$19 billion company, which has more than 29,000 employees, he helped improve corporate governance practices for both management and the board of directors.

McCray also helped institute talent development procedures for legal, government, public affairs and corporate responsibility teams. Prior to Nike, he served in various roles during his 20-year career at the Kimberly-Clark Corporation, most recently as chief compliance officer.

### Expertise and Relevant Experience

- Corporate strategy and improving efficiency, especially involving teams that interact with customers, investors and government personnel
- Talent development

### Public Corporate Boards

Current: None

Previous: Kimberly-Clark de Mexico (2002-2007)

### Education

- Cornell University, B.A., Arts and Sciences, 1979
- Harvard University, J.D., 1983

### Age

53

### Race and Gender

African-American male



## Penny McIntyre

**Group President, Global Office Products  
Newell Rubbermaid**

Atlanta, GA

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### Aside

McIntyre, who grew up in Montreal, Quebec, speaks both French and German. She's active in the United Way in Atlanta.

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### Leadership Experience

In her current role, which she assumed in 2009, McIntyre runs a \$1.7 billion business unit that accounts for about one third of the firm's overall revenue. She is responsible for 19 of the company's brands, including Paper Mate, Sharpie and Parker pens.

Before that, McIntyre saw a good deal of the world in 11 years at Coca-Cola, with leadership positions in Moscow, Johannesburg, London and the U.S. Most recently, she was a senior vice president and general manager of the company's tea and coffee products in North America.

### Expertise and Relevant Experience

- Global consumer packaged goods
- General management

### Public Corporate Boards

None currently or previously

### Education

- University of Western Ontario, B.B.A., Business Administration, 1982

### Age

49

### Race and Gender

Caucasian female



## Glenda McNeal

**Senior Vice President  
General Manager, Global Client Group  
American Express**

New York, NY

### Leadership Experience

McNeal is in charge of managing and expanding relationships with American Express clients in the retail, oil, airline and lodging industries. She helped start the division and ascended to her current post in 2009. McNeal has been with the company for 21 years.

Previously, McNeal worked in sales and trading for investment bank Salomon Brothers. She started out at Arthur Andersen.

### Aside

While McNeal was on maternity leave in 1995, the American Express travel-related division in which she worked went through a restructuring. When she returned, she had to interview for a new job.

### Expertise and Relevant Experience

- Current member of audit and governance committees of public company board
- Finance
- Sales and marketing

### Public Corporate Boards

**Current:** United States Steel (2007–present)

**Previous:** None

### Education

- Dillard University, B.A., Accounting, 1982
- University of Pennsylvania, M.B.A., Finance and Entrepreneurial Management, 1986

### Age

50

### Race and Gender

African-American female



## Randy Melville

Senior Vice President of Sales  
Frito-Lay North America

Plano, TX

### Leadership Experience

At Frito-Lay, Melville is responsible for leading customer strategies that make the best use of the company's 20,000-person sales force. He is also charged with ensuring top customer service at the firm.

Melville ascended to the role in 2006 after serving as vice president and general manager of sales for Frito-Lay's southern division. He has also previously worked as chief customer officer for Frito-Lay and vice president of urban/ethnic marketing for Pepsi-Cola.

### Aside

Melville has worked for Frito-Lay since 1993 with the exception of a two-year stint as senior vice president at Maytag. Prior to that he worked for Procter & Gamble for 12 years.

### Expertise and Relevant Experience

- Served in several sales and marketing leadership roles for approximately 30 years
- Driving growth across key urban markets

### Public Corporate Boards

Current: Interline Brands (2010–present)

Previous: None

### Education

- Princeton University, B.A., Sociology, 1981

### Age

51

### Race and Gender

African-American male



## Sheri Miksa

**Former President and Chief Executive Officer  
Robeks Juice**

San Diego, CA

### Leadership Experience

During her two-year tenure as CEO of fruit-smoothie franchise Robeks, Miksa led the 140-store chain through substantial growth and helped position the company as an alternative to unhealthy fast-food chains.

Prior to Robeks, Miksa served as the president and CEO of publicly traded Rubio's Restaurants, a 150+ unit chain of Mexican restaurants. There, she helped reinvigorate the 20-year-old brand and guide the firm through the implementation of Sarbanes-Oxley measures.

### Aside

Miksa currently serves on the boards of private companies Vita-Mix Corporation and Healthy Dining. She is also a member of Women Corporate Directors.

### Expertise and Relevant Experience

- Retail operation (restaurants, hotels)
- Customer trends
- Strategic marketing

### Public Corporate Boards

**Current:** None

**Previous:** Rubio's Restaurants (2004–2005)

### Education

- University of Alaska, B.A., Psychology, 1980
- Stanford University, M.B.A., 1987

### Age

53

### Race and Gender

Caucasian female



## Phillip Miller

Senior Vice President, Group Head  
MasterCard Worldwide

Purchase, NY

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### Aside

Miller was vice president of marketing for Citibank international private banking where he helped increase assets under management by \$3 billion and market share by two percentage points.

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### Leadership Experience

Miller is responsible for marketing and e-commerce distribution across a number of U.S. retail and online avenues for MasterCard. He's also executing a five-year strategy that involves deepening old relationships and expanding to new merchants who accept MasterCard.

Prior to MasterCard, Miller served as executive chairman of Teleglobal International, a private firm specializing in secure Internet payments. For a year at JP Morgan Chase, he was also CEO of the largest business in the country for settling credit card transactions (\$175 billion in volume).

### Expertise and Relevant Experience

- P&L management
- Strategic planning, product development
- Acquisitions

### Public Corporate Boards

None currently or previously

### Education

- American University, B.S., Marketing and Management, 1974
- American University, M.B.A., International Business and Finance, 1981

### Age

57

### Race and Gender

African-American male



## Mary Lynn Moser

Former Senior Vice President, Compliance  
Bank of America

Naples, FL

### Aside

Moser sits on the board of Raymond James Bank, a subsidiary of publicly traded Raymond James Financial.

She's also a founding board governor of The Smile Train, which performs cleft lip and palate surgeries on 100,000 children in less developed countries each year.

### Leadership Experience

During her nearly 20 years at Bank of America, Moser served in a number of roles, most recently over the compliance risk management unit. She was also responsible for integrating 725 employees and a \$100 million annual budget during the merger with FleetBoston.

Earlier, Moser created middle-market loan syndication for companies between \$50 million and \$1 billion in revenues. She worked at NationsBank for seven years before it merged with BofA.

### Expertise and Relevant Experience

- Loan syndication, commercial lending, banking operations
- Risk management, compliance
- Merger integration

### Public Corporate Boards

None currently or previously

### Education

- Vanderbilt University, B.A., Economics and Business Administration, 1974
- Indiana University, M.B.A., Finance, 1979

### Age

58

### Race and Gender

Caucasian female



## Janet Murguia

**President and Chief Executive Officer  
National Council of La Raza**

Washington, DC

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### Aside

In 2001, Murguia became the executive vice chancellor for the University of Kansas.

She oversaw government relations and public affairs.

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### Leadership Experience

Head of the largest advocacy group for Hispanics in the nation, Murguia is a key figure in the national debate on major issues such as immigration and voting rights. Her organization has 300 affiliate chapters in 41 states and Puerto Rico.

Murguia has deep roots in Washington. She began her career as a congressional attorney, then spent six years at the White House culminating as President Bill Clinton's deputy assistant for strategy and legislative counsel. Murguia also was a deputy campaign manager for Al Gore during his presidential run in 2000.

### Expertise and Relevant Experience

- Legislative strategy
- Corporate diversity and constituency relations
- Emerging Hispanic market

### Public Corporate Boards

None currently or previously

### Education

- University of Kansas, B.S., Journalism; B.S., Spanish, 1982
- University of Kansas, J.D., 1982

### Age

50

### Race and Gender

Mexican-American female



## Lionel Nowell

Retired Treasurer

PepsiCo

Bridgeport, CT

### Aside

Nowell started his career as a staff analyst at General Motors' Packard division in Ohio.

### Leadership Experience

In his 33-year career until retiring in 2009, Nowell specialized in helping firms reach strategic goals through financial management. At PepsiCo, a \$43 billion company, he managed a global staff and was responsible for the firm's treasury.

Prior to his eight years at PepsiCo, Nowell was CFO at Pepsi Bottling Group for a little more than a year. He had previously held financial roles at RJR Nabisco, Pillsbury and General Motors.

### Expertise and Relevant Experience

- Current audit committee chair of a Fortune 200 company board
- Risk management, internal audit
- Accounting, treasury

### Public Corporate Boards

**Current:** American Electric Power (2004–present)  
Reynolds American (2007–present)

**Previous:** Church & Dwight (2003–2007)

### Education

- Ohio State University, B.S.B.A., Accounting, 1976

### Age

55

### Race and Gender

African-American male



## Francisco Ordonez

Vice President, Delphi  
President, Delphi Product & Service

Troy, MI

### Leadership Experience

Ordonez has been in his job for 11 years making and distributing original and replacement auto parts for carmakers and consumers. His niches now also include medical products.

Ordonez started with General Motors in 1970 when Delphi was still a GM division. He transferred to the parts-making company in 1988. Ordonez has held finance directorships in Spain and over Delphi's worldwide purchasing.

### Expertise and Relevant Experience

- Manages large-scale operations
- Brand strategy and management

### Public Corporate Boards

None currently or previously

### Education

- University of Detroit, B.A., Accounting, 1972

### Age

60

### Race and Gender

Cuba-born male

### Aside

Ordonez was on the team of senior leaders at Delphi in 2005 who decided to take the company through Chapter 11 bankruptcy, renegotiate its union contracts and go private.



## Pamela Packard

Retired Vice Chairman  
BDO Seidman

Greenwich, CT

### Leadership Experience

Packard is currently a consultant for Strategic Enterprises, a company she formed in 2004.

She previously was national business leader of tax services for BDO Seidman, a subsidiary of the fifth-largest accounting firm in the world. She was responsible for profits and losses in the U.S. tax practice, which was made up of 37 offices. Packard also served as a vice chairman and member of the board's compensation committee and management review committee. Packard worked for BDO Seidman for 24 years.

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### Aside

Packard graduated with a ballet major from the North Carolina School of the Arts High School.

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### Expertise and Relevant Experience

- Corporate strategy specifically in the financial services sector
- Public accounting
- Evaluating managers

### Public Corporate Boards

None currently or previously

### Education

- Baruch College, B.B.A., Accounting, summa cum laude, 1985
- Pace University, M.S., Taxation, 1992

### Age

55

### Race and Gender

Caucasian female



## Sue Parks

Chief Executive Officer  
WalkStyles

Laguna Hills, CA

### Leadership Experience

Parks founded WalkStyles, which provides online lifestyle and wellness programs. The firm's programs are designed to help employers encourage workers to make healthier lifestyle choices, which helps improve workplace performance. Under Parks, the firm has developed a wide set of online tools to help both employees and employers manage progress.

Prior to WalkStyles, Parks was second in charge at Kinko's, where she oversaw all 1,100 locations and 18,000 employees.

### Expertise and Relevant Experience

- Health and wellness
- Sales and marketing
- Business management, strategy and operational efficiency

### Public Corporate Boards

Current: TOUSA (2004–present)

Previous: None

### Education

- Iowa State University, B.S., Industrial Administration, 1979

### Age

53

### Race and Gender

Caucasian female

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### Aside

In 2008, Parks personally completed the WeWhoWalk tour.

The events were comprised of five-mile walks with elected officials in every one of the 50 state capitals to raise awareness about healthy living.

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## Liane Pelletier

### Chairman, President and Chief Executive Officer Alaska Communications Systems Group

Anchorage, AK

#### Leadership Experience

Since joining this telecomm in 2003, Pelletier has overhauled several aspects of the \$340 million company. She has rebuilt the executive leadership team, implemented a new operating model that emphasizes performance measurement, and reorganized the board of directors. She has also led a campaign to reposition the firm's image with investors, customers and employees.

Prior to ACS, Pelletier worked as a part of the executive management committee at Sprint.

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#### Aside

Pelletier sits on the board of privately held Icicle Seafoods. She's also a trustee for Alaska Pacific University and the Nature Conservancy.

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#### Expertise and Relevant Experience

- Chairman of a public company board
- Telecommunications
- Corporate infrastructure

#### Public Corporate Boards

**Current:** Alaska Communications Systems (2003–present)

#### Education

- Wellesley College, B.A., Economics, magna cum laude
- Massachusetts Institute of Technology, M.S., Management, 1984

#### Age

51

#### Race and Gender

Caucasian female



## Jorge Perez

Senior Vice President  
Manpower Staffing

Milwaukee, WI

### Leadership Experience

Perez helps manage the U.S. operations of Manpower, the business that places one of every four temporary employees in the country.

Previously, Perez served with Manpower in Mexico for seven years. In 2007, he was brought to the States to help turn around the company's drop-off during the U.S. market's recession. Before Manpower, Perez worked as a managing engineer with the wine and spirits company Pedro Domecq until it was acquired by a multinational.

### Aside

Perez not only has worked abroad, he has also studied executive management at the IPADE in Mexico and the INSEAD graduate business school in Fontainebleau, France.

### Expertise and Relevant Experience

- Employee training, employment law
- Talent development

### Public Corporate Boards

None currently or previously

### Education

- La Salle University (Mexico), B.S., Electromechanical Engineering, 1990

### Age

44

### Race and Gender

Mexico-born male



## Vikki Pryor

**Former President and Chief Executive Officer  
SBLI USA Mutual Life Insurance Company**

New York, NY

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### Aside

Pryor serves on the national board of the Girl Scouts of the USA, the Women's Forum, and the Citigroup Security and Fund Services advisory board.

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### Leadership Experience

During her 11 years at the helm, Pryor expanded SBLI USA from a New York-centric company to a nationwide business that included bilingual- and women-focused business models. The company serves more than 300,000 customers with \$1.5 billion in assets. She became the first African-American woman to oversee a major life insurance company in the U.S.

Pryor previously worked as a senior vice president in operations at Oxford Health Plans, a senior vice president in customer operations at Blue Cross Blue Shield of Massachusetts, and a director at Allstate Life Insurance Company.

### Expertise and Relevant Experience

- Strategic planning, marketing and business development
- Board and executive leadership and succession
- Former audit committee vice chairman of a public company

### Public Corporate Boards

**Current:** None

**Previous:** Keyspan Corporation (2004–2007)  
UST Corporation (1995–2000)

### Education

- State University of New York at Buffalo, B.A., History; B.A., Education, 1975
- State University of New York at Buffalo, J.D., 1978
- University of Illinois, Chicago, M.B.A., 1989

### Age

57

### Race and Gender

African-American female



## Darren Rebelez

Executive Vice President, Chief Operating Officer  
7-Eleven

Dallas, TX

### Leadership Experience

Rebelez leads operations at the nation's largest chain of convenience stores. He's currently involved in 7-Eleven's big project to convert the last 25% of company-owned stores to franchise ownership. That move should boost profits by reducing employees.

Rebelez formerly managed franchisees of the gas station stores of ExxonMobil and Thornton Oil. He also was in operations at PepsiCo's restaurants.

### Aside

In 2009, Rebelez supported 7-Eleven franchisees who petitioned Congress to prohibit credit card companies from charging higher transaction fees to convenience store owners than to other retail stores.

### Expertise and Relevant Experience

- Audit committee member on board of an NYSE Euronext-listed company
- Risk management, loss prevention
- Managing large-scale operations, real estate, facilities, construction

### Public Corporate Boards

Current: Torchmark (2010)

Previous: None

### Education

- United States Military Academy, B.S., Engineering, 1988
- University of Houston, M.B.A., 1996

### Age

44

### Race and Gender

Mexican-American male



## Ellen Richstone

Retired Executive Vice President  
Luminus Devices

Weston, MA

### Aside

Richstone says that she's integrated 35 acquisitions of U.S. and foreign companies.

### Leadership Experience

Richstone had responsibility over finance, human resources and information technology at this lighting manufacturing company. The company delayed a planned IPO, however, and Richstone moved on.

She's been a CFO or treasurer at a variety of public and private companies in telecom, aerospace, health care and semiconductors. At NYSE-listed Data General, for example, she oversaw the financing of the company's new factories in the Far East.

### Expertise and Relevant Experience

- Financial expert, former audit and comp committee board member
- Mergers and acquisitions
- Technology company operations and capital structure

### Public Corporate Boards

**Current:** None

**Previous:** American Power Conversion (2004–2007)

### Education

- Scripps College, B.A., Political Science, 1973
- Tufts University, M.A., International Affairs, 1974
- Tufts University, M.A.L.D., International Business Law, 1974

### Age

59

### Race and Gender

Caucasian female



## H. Jerome Russell

**President**

**H.J. Russell & Co.**

Atlanta, GA

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### Aside

Russell is a board member of the airport retail operator Concessions International. He's also a member of the Urban Land Institute.

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### Leadership Experience

With his father and brother, Russell runs this 58-year-old construction and property management company. In 2009, the firm's audited revenues were \$222 million from general or subcontracting work that includes many of Atlanta's largest office towers. The Russells also manage 6,000 units of apartments and public housing.

After growing up in the family-owned business, Russell managed a beverage distributorship in Chicago. Later, he rejoined his dad's company and managed residential and commercial property. Seven years ago, he created a townhouse construction division.

### Expertise and Relevant Experience

- Project management
- Urban revitalization
- Analyzing feasibility of real estate development and management

### Public Corporate Boards

**Current:** Citizens Bancshares (1993–present)

**Previous:** None

### Education

- Georgia State University, B.A., Business Administration and Management, 1985

### Age

48

### Race and Gender

African-American male



## Eva Sage-Gavin

Executive Vice President, Chief People Officer  
Gap

San Francisco, CA

### Leadership Experience

As chief people officer, Sage-Gavin is in charge of employee relations, recruiting, compensation and training at this publicly traded company. She also sets the strategy for corporate communications and social responsibility.

Sage-Gavin has a background in human resources at Sun Microsystems, Walt Disney, PepsiCo and Xerox.

### Expertise and Relevant Experience

- Setting strategic vision
- Employee compensation and benefits
- Social and environmental responsibility, diversity

### Public Corporate Boards

None currently or previously

### Education

- Cornell University, B.S., Industrial and Labor Relations, 1980

### Age

52

### Race and Gender

Caucasian female

### Aside

After coming to Gap, Sage-Gavin and the new CEO found that separate store brands (Gap, Banana Republic, Old Navy) had distinct behaviors. To create a company-wide culture, Sage-Gavin helped devise a campaign to emphasize employee values, such as respect, open-mindedness and quality.



## Robert Sanchez

Chief Financial Officer  
Ryder System

Miami, FL

### Leadership Experience

Sanchez is responsible for finance audit, strategic sourcing, information technology and investor relations of Ryder System, a transportation and supply chain management solutions firm and a Fortune 500 company.

During his tenure, he has been responsible for all U.S. Fleet Management Solutions, including the fleet of more than 145,000 vehicles and 800 maintenance facilities. He has also spearheaded an initiative to improve information technology efficiencies.

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### Aside

Sanchez was previously the chief information officer at Ryder and slashed \$45 million in the company's information technology costs.

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### Expertise and Relevant Experience

- Financial analysis and improving information technology efficiencies
- Engineering
- Information technology

### Public Corporate Boards

None currently or previously

### Education

- University of Miami, B.A., Electrical Engineering, 1987
- The Wharton School at the University of Pennsylvania, M.B.A., Finance, 1993

### Age

45

### Race and Gender

Cuban-American male



## Lauri Shanahan

Former Executive Vice President  
Gap

San Francisco, CA

### Leadership Experience

At Gap, Shanahan worked most recently as head of the legal and administrative departments as well as corporate secretary. She was with the company for 16 years until 2008. Shanahan led key functions for all Gap brands and business units. Her responsibilities included real estate, social responsibility, government affairs and public policy. She was also in charge of loss prevention and the Gap Foundation.

### Expertise and Relevant Experience

- Policy, social responsibility issues
- Growth and operating issues
- Global sourcing and supply chain management

### Public Corporate Boards

None currently or previously

### Education

- University of Colorado, B.S., Finance, 1984
- University of California, J.D., 1987

### Age

48

### Race and Gender

Caucasian female

### Aside

Shanahan is currently a principal at Maroon Peak Advisors, a firm that advises executives and corporate directors at retail and consumer product companies. She also sits on the board of Charlotte Russe, a specialty apparel chain of 500 stores that was public for over 25 years. The company was taken private in 2009.



## Westina Matthews Shatteen

**Retired Managing Director  
Bank of America Merrill Lynch**  
New York, NY

### Leadership Experience

Shatteen operated the community business development group at Merrill Lynch for five years until she retired in 2009. The unit handed out a million dollars a year in community grants. While Shatteen was in charge, it also brought in more than \$4 billion in client assets from organizations that she arranged to use Merrill products and services.

Shatteen worked at Merrill for 24 years. In that period, she served as trustee on the Merrill Lynch Foundation and organized programs on employee education as well as corporate social responsibility.

### Expertise and Relevant Experience

- Business development
- Community and shareholder relations, employee education
- Corporate social responsibility, philanthropic giving

### Public Corporate Boards

None currently or previously

### Education

- University of Dayton, B.S., Education, 1970
- University of Dayton, M.S., Education, 1974
- University of Chicago, Ph.D., Education, 1980

### Age

61

### Race and Gender

African-American female

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### Aside

This academic year, Shatteen is a fellow in an international affairs program at Harvard. She's studying how women leaders in the African country of Burundi are quietly using gender budgeting or policies to improve women's equality in that society.

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## Susan Sobott

President, American Express OPEN  
American Express

New York, NY

### Leadership Experience

Sobott is president of American Express OPEN, the company's second-largest division. She's helped the unit extend its position as leading card issuer for small businesses in the U.S.

As a member of AmEx's global management team, Sobott, who has been at American Express for 20 years, has helped devise the firm's corporate strategy and sealed and managed many of its strategic partnerships. She was responsible for getting Costco, currently one of American Express's largest merchants, to accept the company's credit cards.

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### Aside

Sobott is on the board of the New Jersey Performing Arts Center and also co-chairs the White House Project Corporate Council.

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### Expertise and Relevant Experience

- Corporate strategy
- Small business trends and financing
- Corporate accounts, customer service

### Public Corporate Boards

None currently or previously

### Education

- Georgetown University, B.A., Finance, summa cum laude, 1986
- University of Virginia, M.B.A, Business, 1990

### Age

46

### Race and Gender

Caucasian female



## Sergio Sotolongo

**Chairman and Chief Executive Officer  
Student Funding Group**

Basking Ridge, NJ

### Leadership Experience

Sotolongo serves as chairman and CEO of the Student Funding Group, a company he founded in 2005. The company originates student loans to help parents and students devise the best strategy to finance college education.

Sotolongo was formerly a managing director at Goldman Sachs, where he worked for 21 years. He was promoted from the fixed-income currency and commodities division and later headed its career development office.

### Aside

Sotolongo is vice chairman of the Upper Manhattan Empowerment Zone, one of nine federally created districts to offer tax incentives for businesses. He's also an investment committee member of private equity firm Wellpoint Capital.

### Expertise and Relevant Experience

- Corporate finance, foreign exchange and commodities
- Economic policy
- Staff recruitment and management

### Public Corporate Boards

None currently or previously

### Education

- Princeton University, B.A., Politics, 1977
- Adelphi University, M.B.A., Finance, 1984

### Age

55

### Race and Gender

Cuban-born African-American male



## Debora Spar

**President  
Barnard College**

New York, NY

### Leadership Experience

Spar is president of this liberal arts college for women, which is affiliated with Columbia University.

Prior to her current role, Spar taught international business and economic development at Harvard Business School. A political economist, she also created a program to raise up economic development leaders in South Africa and Rwanda, which was sponsored by Harvard and the University of Pretoria.

### Expertise and Relevant Experience

- Emerging foreign markets, international economic development
- Human rights

### Public Corporate Boards

None currently or previously

### Education

- Georgetown University, B.S., Foreign Service, magna cum laude, 1984
- Harvard University, A.M., Government, 1986
- Harvard University, Ph.D., Political Science, 1990

### Age

47

### Race and Gender

Caucasian female

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### Aside

Spar is an expert and author on the economics of assisted reproduction, the multi-billion-dollar business that involves contracts, sperm banks, and access to human egg donors.

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## Marilyn Skony Stamm

Chief Operating Officer  
Stamm International

Fort Lee, NJ

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### Aside

Stamm speaks German and conversational French. In her local community of Southampton, N.Y., she serves on the board of the cultural and civic center.

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### Leadership Experience

As operating chief, Stamm is responsible for strategic direction and planning at this 70-year-old, family-owned maker of heaters and air conditioners. Her jobs include budgeting, investment management, tax, audit and overseeing the operations of subsidiaries in the U.S., Canada, U.K. and Ireland.

Stamm was vice president and curriculum development officer for Chase Manhattan's global bank prior to joining Stamm International in 1987. There, she instituted a new investment banking business and marketing strategy and reported to the vice chairman.

### Expertise and Relevant Experience

- International operating functions
- Risk management, treasury management
- Team building, negotiating

### Public Corporate Boards

None currently or previously

### Education

- Northwestern University, B.A., Political Science, 1973
- Fletcher School of Law and Diplomacy, M.A., International Law and Finance, 1974

### Age

59

### Race and Gender

Caucasian female



## Janet Steinmayer

Chief Executive Officer

Appleseed

Darien, CT

### Leadership Experience

Steinmayer now operates a consulting company. She advises restaurants and food companies on how to grow by using new media and emphasizing locally produced foods.

Until 2009, Steinmayer was CEO of Centerplate, an \$800 million stadium concession company that she helped take public and then back private. She started there as general counsel and later became COO. Steinmayer previously had been general counsel at Trans World Airlines and before that was a corporate counsel attorney.

### Aside

As Centerplate's CEO, Steinmayer turned down a salary increase in 2007 to support the company, according to the 2008 proxy. She did receive a bonus. In 2008, she received a salary increase of 8% plus bonus.

### Expertise and Relevant Experience

- Government affairs
- Private equity
- Corporate law and strategy

### Public Corporate Boards

**Current:** None

**Previous:** Centerplate (2005–2009)

### Education

- Bryn Mawr College, A.B., English, History, magna cum laude, 1977
- University of Chicago, J.D., 1980

### Age

55

### Race and Gender

Caucasian female

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## Barbara D. Stinnett

Executive Vice President, Chief Customer Officer  
Thomas Group

Irving, TX

### Leadership Experience

Stinnett has had 25 years of experience in developing software and technology to solve corporate management issues. Currently, she's the fourth-highest-ranking executive at Thomas Group, a Nasdaq-listed company that advises corporations on improving back-office and management processes. For one year prior to that, she held the title of president and CEO at a tech company that sold software and consulting services to improve managers' performance.

Stinnett's background includes stints at Hewlett-Packard, Silicon Graphics and Sybase as either chief customer officer or general manager.

### Expertise and Relevant Experience

- Former board member at Nasdaq-listed company
- Marketing and sales
- Technology savvy in cloud, media, communications, storage and network systems

### Public Corporate Boards

**Current:** None

**Previous:** American Multiplexer (2000–unknown)

### Education

- University of Wisconsin, B.S., Computer Science; B.A., Business Management and Marketing, 1981

### Age

51

### Race and Gender

Caucasian female

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### Aside

From 2009 until mid-2010, Stinnett was CEO of a U.S. company with a subsidiary in India that automated learning processes for corporate managers.

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## Sheila Talton

Vice President, Globalization Strategy  
Cisco Systems

San Jose, CA

### Leadership Experience

Talton is responsible for Cisco's strategy to grow in Latin America, Russia, South Africa, Turkey, Poland and Hungary as well as to find local talent there. In addition, she's in charge of the public sector strategy for all 139 of the company's targeted emerging countries.

In a previous position, Talton executed the first phase of Cisco's China strategy, which was to make a multi-billion-dollar investment over five years in the country.

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### Aside

Talton is involved in the education and advancement of women and minorities in technology, math and science. She also served 10 years on the audit committee of the board of the Rensselaer Polytechnic Institute.

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### Expertise and Relevant Experience

- Increasing corporate value through technology
- Business operations in emerging economies

### Public Corporate Boards

Current: ACCO Brands (2010–present)

Previous: None

### Education

- Northern Illinois University, B.S., Marketing and Speech Communications, 1980

### Age

58

### Race and Gender

African-American female



## Deidra Wager

Retired Executive Vice President,  
former Chief Retail Officer  
Starbucks Coffee Japan

Seattle, WA

### Leadership Experience

Wager worked for Starbucks in a variety of roles, including head of operations for the Japanese joint venture. She oversaw the high growth spurt of that business and in three years helped to build 500 locations from the original 45.

Wager now runs a consulting practice to advise retail company executives on international growth strategies. Among her other pursuits is majority ownership in a bed and breakfast hotel on an organic farm in Oregon.

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### Aside

Wager serves on the board of humanitarian organization CARE where she began as a Starbucks executive on loan in 2003. Since then, she has joined boards at non-profits to give everyone in India access to financial services and to provide women in the U.S. with maternity health care.

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### Expertise and Relevant Experience

- Corporate social responsibility
- Retail operations

### Public Corporate Boards

None currently or previously

### Education

- University of Minnesota, B.S., Economics, 1976

### Age

55

### Race and Gender

Caucasian female



## Robin Washington

**Chief Financial Officer**

**Gilead Sciences**

Foster City, CA

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### Aside

Washington is a Girl Scout troop leader and a supporter of the Blind Babies Foundation.

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### Leadership Experience

Washington is responsible for global finance and investor relations at Gilead Sciences, a Fortune 1000 biopharmaceutical company with more than \$7 billion in annual revenue.

Before joining Gilead in 2008, Washington was CFO at Hyperion Solutions. There, she was responsible for finance, investor relations and information technology. Earlier in her career, Washington completed stints as an accounting analyst for the Federal Reserve Bank of Chicago and as a senior auditor for Deloitte & Touche.

### Expertise and Relevant Experience

- Accounting and corporate finance, including Sarbanes-Oxley compliance
- Post-merger integration
- Current compensation committee member and former audit committee chair at public companies
- IT infrastructure

### Public Corporate Boards

**Current:** MIPS Technology (2008–present)

**Previous:** Tektronix (2005–2007)

### Education

- University of Michigan, B.B.A., Accounting, 1984
- Pepperdine University, M.B.A., 1995

### Age

47

### Race and Gender

African-American female



## Caroline Watteuw

Senior Vice President, Chief Technology Officer  
PepsiCo

Dallas, TX

### Leadership Experience

Watteuw is responsible for meeting PepsiCo's business objectives by developing technology to execute the corporate strategy. Currently, she's overseeing the tech piece of the company's \$4 billion global transformation project.

In the 1980s and 1990s, she was a managing director at Bankers Trust and Credit Suisse First Boston, creating e-commerce products and overseeing risk.

### Expertise and Relevant Experience

- Technology infrastructure
- Risk management
- Corporate finance

### Public Corporate Boards

None currently or previously

### Education

- University of Ghent (Belgium), B.A., Chemical Engineering, 1973
- University of Ghent, I.R. (Professional Engineer's degree), Chemical Engineering, 1976
- University of Pennsylvania, M.S.E., Chemical and Biochemical Engineering, 1977

### Age

58

### Race and Gender

Caucasian female

### Aside

Watteuw recently went on record to advocate for older managers to accept the social networking style of "Millennial" generation employees.

She nudged baby boomer leaders to communicate with their mentees via company or micro-blogs.



## Melinda Wolfe

Head of Professional Development  
Bloomberg

New York, NY

### Leadership Experience

Wolfe has been involved with talent development at five global financial firms, most recently at Bloomberg.

Prior to that, she served as chief diversity officer and senior vice president of executive talent at American Express, and she directed the office of global recruiting and training at Credit Suisse. Wolfe was a managing director also responsible for staffing, training and development in Goldman Sachs's investment management division. She began her career with a 14-year stint at Merrill Lynch, ultimately being selected the head of diversity.

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### Aside

Wolfe is a commissioner for the New York City Mayor's Commission on Women's Issues.

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### Expertise and Relevant Experience

- Talent management and recruitment
- Diversity
- Leadership development

### Public Corporate Boards

None currently or previously

### Education

- Washington University in St. Louis, B.A., Urban Studies, 1978
- Harvard University Kennedy School of Government, 1981

### Age

54

### Race and Gender

Caucasian female



## Fritzi Woods

Executive Chairman, Former Chief Executive Officer  
PrimeSource Foodservice Equipment

Dallas, TX

### Aside

As a director at publicly traded BUCA, Woods led a board committee that monitored the resolution of lawsuits over a federal investigation of management fraud.

### Leadership Experience

Woods is majority shareholder of the nation's 11th-largest supplier of equipment for fast-food restaurants. She was CEO and president until early 2010 when she appointed her COO to succeed her. PrimeSource (once a division of PepsiCo) has annual revenues of \$100 million, making it one of the largest companies in the country owned by an African-American woman.

Woods came from the *Dallas Morning News*, where she had been executive vice president of sales and CFO. Previously, she was a controller at Motorola and an auditor at Arthur Andersen.

### Expertise and Relevant Experience

- Former audit committee chair of public company board
- Strategic planning, operations
- Former external auditor
- Sales and marketing

### Public Corporate Boards

Current: None

Previous: BUCA (2005–2008)

### Education

- Stephen F. Austin University, B.B.A., Accounting, 1981

### Age

50

### Race and Gender

African-American female



## Keith R. Wyche

President, Cub Foods division  
Supervalu

Minneapolis, MN

### Leadership Experience

Wyche is chief executive of the Cub Foods grocery chain. He oversees marketing, merchandising and operations for the division's 70 stores, 8,000 employees and \$3 billion in annual sales.

Formerly, Wyche was president over a \$650 million division at Pitney Bowes. While there, he raised gross profit margins by nearly 30% through an aggressive cost-cutting plan and improving corporate customer satisfaction.

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### Aside

Wyche has written two books (including *Good Is Not Enough*) and makes the rounds as a motivational speaker to minority professionals who want to advance their careers.

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### Expertise and Relevant Experience

- Turning around underperforming operations
- Integrating new acquisitions

### Public Corporate Boards

None currently or previously

### Education

- Cleveland State University, B.A., Business Administration, 1981
- Baldwin-Wallace College, M.B.A., 1986

### Age

50

### Race and Gender

African-American male



## Christine Yingli Yan

President, Engineered Fastening (Americas)  
Stanley Black & Decker

Shelton, CT

### Leadership Experience

Yan heads the group that manufactures and sells clamps, nuts, bolts and other fasteners for this Fortune 500 tool-making company.

As an engineer at Black & Decker, Yan designed and holds patents on several tools. She moved on to other positions at the company (which merged with Stanley Tools in 2009) in business development, automotive research, and sales and marketing.

### Aside

Black & Decker sent Yan, a native of China, on a three-year assignment to her homeland to start a manufacturing and distribution operation. By the second year, the business was turning a profit.

### Expertise and Relevant Experience

- Research and development, manufacturing
- Mergers and acquisitions
- Supply chain, and synchronizing introduction of global products

### Public Corporate Boards

None currently or previously

### Education

- Shandong Polytechnic University (China), B.S., Mechanical Engineering, 1986
- Wayne State University, M.S., Mechanical Engineering, 1991
- University of Michigan, M.B.A., 1996

### Age

45

### Race and Gender

China-born female

# AGENDA

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